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CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES
UNDER ARTICLE 18 OF THE CONVENTION

Initial reports of States Parties

YUGOSLAVIA

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INTRODUCTION

1. Pursuant to Article 18. of the Convention on the Elimination of All Forms of Discrimination Against Women, the Socialist Federal Republic of Yugoslavia submits the present Report to the Secretary - General of the United Nations.

As this is the first report of Yugoslavia after the ratification of the Convention we wish to give a few facts with a view to presenting the struggle of the Yugoslav peoples for equality within Yugoslavia and explaining the substance of today's social, political and economic system of Yugoslavia.

The basic characteristic of the pre-war Yugoslavia, between the I and II World Wars - from 1918 to 1941 - was that its socio-economic system was based on capitalistic production relations, i.e. on private ownership of the means of production. A system based on inequality and one without freedom for its nations and people, at a time marked by economic underdevelopment and poverty, also signified the inequality of women and their overall inequitable social status.

In the course of the National Liberation War (1941-1945) progressive social forces, while waging a struggle against the occupiers and their collaborators, at the same time tore down the foundations of the old state creation, building a new state. In that struggle the equality of people was proclaimed irrespective of race, sex, religion, education or social status. The struggle for the equality of all also meant the struggle for the equality of women. The National Liberation Struggle, being from its inception a massive popular struggle and socialist revolution, attracted among its fighters males and females alike. In and through that struggle equality became reality.

The creation of a new socialist social system meant the laying down of foundations for a new status of man and citizen, and thereby also for a new status of women in society and in the family.

The substantial social changes that took place, which were the basis for the gradual elimination of discrimination against women, were: the abolishing of private ownership of means of production and the introduction of state ownership, and, as of 1951, gradually, also of social ownership as the basis of self-management; accelerated economic and social development permitting the inclusion of women and men in associated labour and the gradual disappearance of the role of the family as an economic unit; the development of those self-management and political social institutions through which workers and citizens gradually master the whole of social reproduction and, in that framework, the socialization of the functions of the family and the household.

At the first elections after the war, in 1945, the people confirmed through plebiscite the aspirations expressed in their armed struggle and voted the monarchy abolished. A year after, in 1946, the first Constitution of the Federal People´s Republic of Yugoslavia was passed, rescinding all privileges based on ownership and all forms of inequality of peoples and individuals.

In Yugoslavia it was then that the establishing started of social relations in which the material and social standing of man became dependent on his labour rather than on individual ownership of the means of production, creating the possibility to develop new relations between men and women in society. A process was initiated of doing away with relations conferring all rights on man as the owner or wage labourer, with the status and role of women determined by their biological function of maternity, and extremely unfavourable in social terms.

The introduction of workers´ self-management in state economic enterprises marked the end of the period of the administrative running of the economy and society. The process of building and advancing social self-management continued through the passage of the new Constitution in 1974. This Con-

stitution laid down self-management as an integral system of social, economic and political organization of society at all organizational levels. After the passage of the Constitution, important laws were passed, such as the Associated Labour Act and the Law on the Principles of Social Planning and on the Social Plan of Yugoslavia.

2. In many of its provisions, the SFRY Constitution proclaims basic principles asserting the equality of man and citizen, and ipso facto the equality of women in socio-political life, education, work, right to health care, in marriage and family relations. The mentioned provisions also provide the basic guidelines to regulate certain fields discussed in this report. In responding to some of the articles of the Convention, relevant articles of the SFRY Constitution have been quoted and commented upon. The mentioned provisions of the Constitution have been incorporated into the constitutions of the republics and autonomous provinces as well as into all the legal regulations in the country.

Under the SFRY Constitution, legislative jurisdiction has been divided between the federation, six socialist republics, and two autonomous provinces, part of the SR of Serbia. In respect of the legal regulation of the status of women, the legislative powers of the federation are confined to regulating the basic rights of all employed and the basic rights of the working people with a view to ensuring their social security and solidarity. Other relations relevant to the position of women, as, e.g., marriage and family relations, inheritance, health care and welfare, education, and other relations, are regulated by the republics and autonomous provinces through their laws. The mentioned laws have been listed according to replies to certain articles of the Convention and are enumerated in the enclosure to this Report.

The legal system in the Yugoslav society, however, is not exhausted in constitutions, laws and regulations for

their enforcement. Numerous pertinent issues directly affecting the status of women, above all those in the field of child care, social security, employment, housing and utility construction, health care, retirement and disability insurance, upbringing and education, are regulated by the working people themselves directly through self-management enactments at the level of basic organizations of associated labour or composite organizations. On certain issues the working people decide, via their delegates, at the communal, provincial or republican levels, and on issues of common interest to the whole country, at the federation level. Social compacts are used by self-management organizations, socio-political communities and other social organizations to ensure, and harmonize within the framework of the constitution and law, a self-management-based regulation of relations of a broader interest, especially those of a general social interest.

3. In addition to the constitutional provisions ensuring the equality of sexes, and the Associated Labour Act and work legislation postulating equality in the most important sphere of life - that of work, many other documents have been passed by socio-political and other organizations to regulate the status of women, including the Resolution on the Basic Directions of Social Action to Promote the Socio-Economic Status and Role of Women in the Socialist Self-Management Society, passed by the SFRY Assembly in 1978.

Declaring 1975 the UN International Year of Women occasioned in our country an analysis of the results attained in the efforts to improve the social status of women and lent impetus to enhanced activity in addressing those social problems which particularly affect the social status of women.

In the mentioned SFRY Assembly Resolution a national strategy was charted for achieving equality between men and women, elaborating also certain aspects and objectives from the world plan of action. The Resolution proceeds, inter

alia, from the fact that ideological-political and normative-legal grounds ensuring the status and right of the working people to decide on their labour, conditions and results thereof, and thereby an equitable status to men and women and an equal social position of women in general, have been given in the Programme of the League of Communists of Yugoslavia, the SFRY Constitution, the Associated Labour Act and systemic laws; that the realization of the equality of men and women in a self-management society is an integral part of the struggle for self-management-based production relations and for the whole of our social and economic development; that it is indispensable to elaborate further the social stances and pursue organized systemic social activity to improve and promote the socio-economic status and role of women, as well as to foster international cooperation to promote the status of women in the world, as an integral part of the struggle for peace and the new international economic order. The Resolution also gives the basic lines of social action with a view to more comprehensive education and employment of women and the improvement of the social status of women in rural areas.

After the conference of women from non-aligned countries in Baghdad in 1979 and the World Conference of Women in Copenhagen, the SFRY Assembly, in order to follow-up the Resolution and its implementation in social practice, discussed the Report on the Implementation of the Resolution, submitted to the Assembly by the Federal Executive Council in 1981. The Assembly brought conclusions pertaining to the further application and implementation of the stances from the Resolution both at home and internationally, as well as to the constant and full follow-up of its practical realization, and deliberated on some of its aspects from the standpoint of some specific issues relevant to the status of women.

4. In the international scene, Yugoslavia acts as a full-fledged member of the movement of non-aligned countries. On this basis Yugoslavia has taken an active part and given its contribution to the formulation of stances on the social status of women in society, at all major gatherings and conferences of the non-aligned countries, being one of the coordinators of the non-aligned movement for the question of women's role in development. Yugoslavia also actively participated through the UN system in the preparations for and implementation of the Decade for Women, and was especially active within the Group of 77 in the preparations for and work of the world conferences on the status of women in Mexico and Copenhagen. Yugoslavia is also actively preparing itself and working on the preparations for the forthcoming World Conference of Women in Nairobi in 1985.

The essential stances of Yugoslavia on the promotion of the status of women at these conferences have been expressed through the following premises:

- that the problems of the promotion of the status of women are essentially problems of social relations, that their resolving is an integral part of the struggle for improving economic and social conditions, for a higher material standard of the working people and for the possibility for them to decide on the results of their labour; that this can be achieved through a conscious, organized action of the progressive social forces, where women should take part on a massive scale and on an equal footing, not only as the result of economic development;

- that, within the world community, this is a part of the drive for peace in the world, peace based on respect for the independence, sovereingty and equality of all peoples, for new economic and socio-political relations in the world, for faster economic and social development of the developing countries, and for the establishment of the new international economic order, and against colonialism, racial

discrimination and apartheid and any aggression, intervention, pressure and hegemony.

5. We particularly wish to point out that in this report, in respect of the implementation of certain articles of the Convention, examples have been given of relevant international conventions that Yugoslavia has ratified. In the implementation of the said international conventions, Yugoslavia did not encounter any particular difficulties in view of the fact that the Yugoslav socio-political system envisages for women such a role and status in society which readily ensure the practical implementation of the provisions of the mentioned international conventions.

PART I.

(Ad Article 2, items A and B)

1. The fundamental freedoms, rights and obligations of man and citizen have been spelled out in the provisions of the 1974 SFRY Constitution and in the constitutions of the republics and autonomous provinces.

The SFRY Constitution, in Article 153, lays down that: "The freedom and rights of man and the citizen, spelled out by the present Constitution, shall be realized through solidarity among people and through the fulfilment of duties and responsibilities of everyone towards all and of all towards everyone. The freedoms of men and the citizen shall only be restricted by the equal freedoms and rights of others and by the constitutionally-specified interests of the socialist community. Each shall be bound to respect the freedoms and rights of others and shall be responsible therefor."

The provisions of the SFRY Constitution and the corresponding provisions of the constitutions of the republics and autonomous provinces guarantee equal rights to all citi-

zens. Article 154 of the Constitution proclaims the principle that "citizens shall be equal in their rights and duties regardless of nationality, race, sex, language, religion, education or social status. All shall be equal before the law".

The constitution lays down women's protection separately only in respect of safety at work (Article 162) and protection of the function of maternity (Article 188).

(Ad Items C and D)

1. According to the SFRY Constitution, Article 180, paragraphs 1 and 2,: "Every person shall be entitled to equal protection of his rights in proceedings before a court of law, state agencies and other bodies and organizations which decide on his rights, obligations and interests. Everyone shall be guaranteed the right to appeal or another legal remedy against decisions of courts of law, state agencies or other bodies and organizations which decide on his rights or interests founded on statute".

(Ad Items E, F, G)

In Yugoslavia there are no laws or regulations permitting any kind of discrimination among people whatsoever. The constitutional principles upon which equality of people rests in Yugoslavia have been shown in replies under Ad Article 2, items A and B.

(Ad Article 3)

The direct participation of women in the entire system of socialist self-management, in all socio-political and social organizations (welfare & humanitarian, professional, cultural etc.), where all the citizens concerned, irrespective of sex, jointly address all social and personal issues, is of

decisive influence for establishing new relations among people, for the elimination of all forms of discrimination against women, and for the faster development of society. In this an exceptional role is that played by the Socialist Alliance of the Working People of Yugoslavia and its activity, as the broadest political organization and concurrently a united front of organized socialist forces, where other socio-political structures act in a coordinated manner, i.e. the League of Communists of Yugoslavia, the Conferederation of Trade Unions of Yugoslavia, the Socialist Youth League of Yugoslavia, the Federation of War Veterans of Yugoslavia, as well as various social organizations (the Family Planning Council, the Council for Social Care for Children, etc.), and associations of citizens. The mentioned socio-political organizations and various and numerous social organizations are an important factor of public opinion and initiators of many specific activities, as well as a constituent element of the operation of the assembly delegate system, and along these lines they engage in significant activities bearing upon the social status of women and act towards the further materialization of women´s equitable and non-discriminatory status in society.

Within the framework of the Socialist Alliance of the Working People of Yugoslavia, conferences and/or councils for questions of the economic, social and political status of women act as specific forms of the activity of the organs of the Socialist Alliance. They follow up the implementation of social stances regarding the status of women and propose to the Socialist Alliance and other social factors (trade unions, youth organizations) measures to resolve women´s problems specifically emerging from the relationship between the work process and maternity and the many household duties of women.

The contents and methods of work of these bodies are determined by problems characteristic of the status of women in given communities, and by the fact that in the increa-

singly ramified system of social self-management many organizations and institutions deal with women´s social status problems, so that councils and conferences for the question of the social status and activity of women are not the only representatives of women´s interests and the sole factors in the struggle to resolve their specific problems, but are rather a specific form of work of the Socialist Alliance, through which views and proposals for action of general social relevance are harmonized, based on the programme principles of the LCY. In their work hitherto the conferences and councils for the question of the social status of women have addressed issues of pertinence to a given community or commune, republic, province, or those requiring accommodation at the federation level. The Conference for the Social Status of Women of Yugoslavia, in addition, also pursues a significant international activity within comprehensive efforts to implement the objectives of the UN Decade for Women and promote the status of women in the world. To this effect the Conference has organized several international seminars dedicated to the role of women in development, in family planning and others. The last, 11th international seminar, was held in November 1982 in cooperation with UNESCO and UNICEF, on the subject: "Participation of Women in Social Decision-Making Processes".

(Ad Article 5)

1. In our reply concerning the implementation of this article of the Convention, we would like to emphasize first of all that as regards the concept of the family the generally accepted principle in the Yugoslav society is that any permanent union of persons living together where a parent or an adult looks after children is considered a family. Marriage is not a decisive determinant of a family, but childbirth or child adoption or any other form of constant child care are.

In that context, and with a view to transcending the traditional ideas about the status of woman and man and relations in the family, in Yugoslavia, among other things, organized activities are pursued to develop more humane relations between sexes and educate children, youth and adults for family life - for conscious, responsible and socially active parenthood. A special role to this end is that of educational and upbringing activities, involving children of all ages, from pre-school institutions to university age and education within the family. Elements of the humanization of relations between sexes are incorporated into the work programmes of all educational institutions. In this way the young generation learns from the very beginning how properly to view relations between sexes, is educated for marriage and parenthood and, in that framework, learns how freely to decide on procreation. These objectives are attained by introducing appropriate subjects in curricula, by organizing lectures, seminars, acting through the media, as well as through the work of marriage and family counsellors.

2. On the basis of agreed social stands and the results of research projects, pedagogic institutes for the promotion of school and educational affairs in the republics and provinces deal in permanent education of teachers for this kind of work and see to it that adequate subjects are made part of educational work with children, young people and adults.

3. With a view to providing the highest education for cadres in this field, a number of research projects are in progress in Yugoslavia. As part of three research projects carried out in cooperation with the UN Fund for Population Activities, post-graduate studies have been organized on the subject "Humanization of Relations Between Sexes and Responsible Parenthood" for 160 experts of various profiles.

(Ad Article 6)

The protection of the human life and of the integrity of the human being has been spelled out by the SFRY Constitution and in the corresponding provisions of the constitutions of the republics and autonomous provinces. Protection of women against all forms of trafficking as well as against exploiting the prostitution of women has been prescribed by the Penal Code of the SFRY and the penal codes of the federal units./*

Under Article 251. of the Penal Code of the SFRY white slave traffic and exploitation of the prostitution of women are criminal acts. This article specifies that "anyone recruiting, inducing, encouraging or enticing women to prostitution or in any way participating in handing a female person to another for prostitution shall be punished with imprisonment from 3 months to 5 years. If the act mentioned in paragraph 1. of this Article is committed against a minor female person or by force, threat or fraud, the perpetrator shall be punished with imprisonment from 1 to 10 years".

In 1951 Yugoslavia ratified the Convention of the Suppression of Traffic in Persons and of the Exploitation of the Prostitution of Others.

PART II

(Ad Article 7, Items A, B, C)

1. The right to vote and stand for election of man and the citizen have been spelled out by the SFRY Constitution and the constitutions of the republics and autonomous provinces, as well as by the corresponding laws of the federal

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/* See Supplement II

units./*

The SFRY Constitution specifies that: "All citizens who have reached the age of eighteen years shall have the right to elect and be elected members of delegations in basic self-managing organizations and communities, and to elect and be elected delegates to the assemblies of the socio-political communities.

Workers in organizations of associated labour,/** and working people in all forms of pooling of labour, resources and interests, regardless of age, shall have the right to elect and be elected to delegations to the assemblies of the socio-political communities and to elect delegates to the assemblies of these communities.

Workers in organizations of associated labour and working people in all forms of pooling of labour, resources and interest shall, regardless of age, have the right to elect and be elected members of, or delegates in, managing bodies of these organizations". (Article 156).

These principles of the constitution and the corresponding provisions of the mentioned laws ensure full equality of sexes in voting at elections and public referenda as well as the possibility for them to vote and stand for elections for all bodies elected publicly./***

Yugoslavia ratified the Convention on the Political Rights of Women in 1954.

2. The mentioned principles postulated by the constitution and laws provide equal opportunity to all categories of citizens to participate, through the delegate system, in the charting and implementation of overall policy and to hold leading offices at all levels. However, despite this fact, available data indicates that the share of women is still inadequate,

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/* See Supplement II

/** See Supplement I

/*** See Supplement III, Tables 1, 2, 3 and 4

given their contribution to the socio-economic life in the country, and this calls for constant activities geared to increasing the involvement of women in the political life of the country, as in fact numerous documents envisage as a programmatic orientation of the Yugoslav society.

(Ad Article 8)

The total number of women with higher education working in diplomatic and consular services in the country and abroad amounts to 174, while the number of men occupying the same posts is 967. The share of women in state delegations at international gatherings is somewhat higher, especially at the expert level. As a rule women take part in the work of UN bodies dealing with welfare and humanitarian issues, at UNESCO sessions and similar.

(Ad Article 9, paragraph 1)

The acquirement, change or keeping of citizenship have been specified by the Constitution (Article 200), corresponding provisions of the constitutions of the republics and autonomous provinces as well as by appropriate laws.

Article 200 of the SFRY Constitution specifies that: "A citizen of the SFRY when abroad shall enjoy the protection of the Socialist Federal Republic of Yugoslavia. No citizen of the Socialist Federal Republic of Yugoslavia may be deprived of citizenship, banished or extradited./*

According to the mentioned positive regulations, the fact that a woman marries a foreign citizen does not result in the change of her citizenship. Change of the husband's citizenship does not affect the wife's citizenship. Marriage cannot divest a person of citizenship.

(Ad paragraph 2)

The law on citizenship of the SFRY specifying the basic conditions for acquiring, and the termination of, citi-

/* The supplement lists the laws of the federal units on citizenship.

zenship contains no provisions distinguishing between men and women i.e. discriminatory to women, both as regards the acquirement and the termination of citizenship, and the citizenship of children.

Yugoslavia ratified the UN Convention on the Citizenship of Married Women in 1958.

PART III

(Ad Article 10, Items A, B, C, D)

The right to education has been regulated by the SFRY Constitution and the constitutions of the republics and autonomous provinces as well as by republican and provincial regulations./**

The SFRY Constitution specifies in article 165 that "Primary education lasting at least eight years shall be obligatory. Economic and other conditions for the opening and operation of schools and other institutions for the education of citizens and the promotion of their activities shall be ensured through self-managing communities of interest, on the principles of reciprocity and solidarity among working people, organizations of associated labour and other self-managing organizations and communities and socio-political communities, in conformity with statute. Citizens shall be entitled, under equal conditions specified by statute, to acquire knowledge and vocational training at all levels of education, in all kinds of schools and other institutions of education".

The fact that over 5% of the national income in Yugoslavia is allocated to the development of education and upbringing attests to the special importance society attaches to education.

/** See Supplement.

All analyses performed so far in Yugoslavia as well as the latest available data on the educational system demonstrate that significant results have been attained in promoting the educational system (compulsory eight-year schooling, educational reform etc.), as well as in creating conditions to increase as much as possible the coverage of women at all educational levels. Satisfactory results have been achieved in the coverage of girls by elementary education: in the 1981/1982 school year the share of girls is 48%. In secondary, post-secondary and higher schools, the number of girls was 50% of the total number of pupils enrolled. In the period since 1975 the share of girls in the total number of pupils in secondary schools expressed in percentages has been as follows: in 1975-45.8%, in 1980 - 45.2%, and in 1981/82 - 46.6.%. However, the traditional orientation of young women to choose their vocation in the following fields is still noticeable: education (75%), health (83%), economic and commercial professions (75%), while in schools for skilled workers girls account for 27%. However, this data has been shown for Yugoslavia as a whole and differs if the federal units are observed separately. The example of the SAP of Vojvodina is illustrative, where the number of girls has been perceptibly increasing in production occupations as of 1978, notably in: agriculture, the food processing industry (from 39.5% in 1978/79 to 49% in 1981/82), as well as in the oil, chemical and textile industries, leather and rubber industries (from 50.6% to 63% in 1981/82). The organized action of social organizations has contributed to these trends, as well as that of self-managing educational structures and of the teaching staff working in the vocational guidance sphere. It is only in the metal-processing, and electrical industry and transportation that the traditional division into men´s and women´s occupations persists, as the share of girls trained for these professions is exceptionally low (9.4% in 1981/82).

Over recent years a marked increase has been registered of the number of women holding master's and doctoral degrees; in 1976 the number of women acquiring titles of masters and specialists was 365 and in 1981 - 542, and of those acquiring doctoral titles in 1976 - 125, and in 1981 - 189.

(Ad Items E and F)

The educational system in Yugoslavia also encompasses various forms of adult training involving not only literacy courses for the population but also training for all levels of school qualifications in elementary, secondary and higher schools.

From the total number of adult trainees pursuing their education, women account for 34%, a good deal of whom are unemployed and wish in this way to get involved in social activities. Women continue to be most keen on acquiring secondary education, and especially such as will enable them to enter certain professions pursued by the majority of Yugoslav women.

Thus, for instance, in the Socialist Republic of Serbia proper, according to the latest population census from 1981, in generations up to 50 years of age illiteracy has been reduced to about 3% and a widespread societal drive is under way to render all citizens literate over the next 4 - 5 years. The necessary conditions have been met to carry this task through, such as: teaching adults to read and write and their elementary education have been statutorily fully equalized with elementary education for children and youth. Educational organizations (schools) in the territory of a republic are directly responsible to eradicate illiteracy in their areas; literacy and primary education for adults programmes have been made, adapted to the living and working conditions of adults; the mass media (press, radio and television) as well as sociopolitical organizations popularize this campaign and work on motivating illiterate citizens; to implement the literacy cam-

paign a special social body has been set up - the Republican Action Board for Adult Education which constantly follows and encourages work in the sphere of literacy campaigns for adults.

(Ad Item 6)

Physical education is an integral and obligatory part of the educational process at all educational levels. In accordance with this there is no difference whatsoever regarding the accessibility of physical education as an educational subject and of other subjects to all categories of pupils.

(Ad Item H)

Replies to questions from this item have been given in answers to Ad Article 5, item 8 and Ad item 12, relevant to health care and family planning./*

(Ad Article 11)

(Ad paragraph 1. item /a/)

The right to work has been regulated by the following legislation:

- the Constitution of the Socialist Federal Republic of Yugoslavia;
- the constitutions of the socialist republics and the socialist autonomous provinces;
- the Associated Labour Act (Official Gazette of the SFRY, No. 53/76);
- the Penal Code of the Socialist Federal Republic of Yugoslavia (Official Gazette of the SFRY, No. 44/76);
- the Law on the Principles of the System of Social Planning and on the Social Plan of Yugoslavia (Official Gazette of the SFRY, No. 6/76, 66/80);
- the Social Compact on the Principles of Joint Employment Policy in Yugoslavia (Official Gazette of the SFRY, No. 56/77)./**

/* See Supplement III, Tables No. 5, 6, 7, 8, 9 and 10.

/** See Supplement II.

In addition, Yugoslavia has ratified the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights, as well as about 60 conventions of the ILO. In compliance with article 210 of the SFRY Constitution, the mentioned international covenants, upon their ratification, became an integral part of the legal system of the SFRY.

According to the SFRY Constitution, everyone, irrespective of nationality, race, sex, language, religion, education and social status, is guaranteed the right to work and freedom to work, everyone shall be free to choose his occupation and job and shall have access on equal terms to every job and every function in society; it is the obligation of all in charge of management and disposal of socially-owned resources, as well as of socio-political communities to create increasingly favourable conditions for the exercise of the right to work (Articles 159 and 160).

The Associated Labour Act specifies that any person that meets eligibility requirements determined by workers in a basic organization according to the needs of the labour process, conditions of work, jobs and working tasks in this particular organization may freely, on equal terms and under equal conditions, establish a labour relationship, in conformity with self-management enactments and law. (Articles 167 and 168). This Act lays down general conditions for establishing a labour relationship-fifteen years of age and a generally healthy condition, and also the obligation that the self-management enactment regulating the establishing of a labour relationship as well as the rights, obligations and responsibilities of workers must be in conformity with law, self-management agreements, by-laws and social compacts (Article 179, para. 2) and contain conditions to be met by workers to establish a labour relationship. The same Act (Article 180, para. 4) determines that foreign citizens and persons without citizenship may

establish a labour relationship under the mentioned general conditions and under conditions determined by special federal law.

In addition, the instituting of public competition or advertisement has provided the essential elements of the procedure for the establishment of a labour relationship which, respecting the workers' right to free choice and the decision-making freedom of the competent body in the organization concerned, ensures equal treatment to workers in the process of employment.

The Penal Code of the SFRY specific as criminal acts the violation of the freedom of associating labour, of the freedom of trade and rendition of services, of free employment of citizens under equal conditions valid in the place of employment and of the equal position of organizations of associated labour.

Republican and provincial penal codes treat as criminal offences non-abidance by the law or by other regulations or self-management enactments, constituting violations of rights relevant to the establishment or termination of a labour relationship.

In the aforementioned way, in accordance with the nature of the mutual relations of workers in associated labour, in the SFRY a free establishment of labour relationships by the workers, based on agreement and on equal conditions, has been guaranteed as well as the protection of that right in the work organization and by courts and other competent agencies. In the same way, the right of workers has been protected to work on jobs suited to their professional qualifications or skills acquired on the job, as have other rights on acount or on the basis of labour - thereby eliminating the possibility of any discrimination against workers, including disctrimination on account of sex.

(Ad Item b)

By the mentioned provisions of the Constitution, of the Associated Labour Act and by other regulations, women have been fully guaranteed the right to equal employment opportunities, including the observance of equal criteria when selecting applicants for a specific position.

However, in practice there still exist some difficulties in employing women, confirmed also by the fact that they account for a larger share of the unemployed than men. Therefore the competent bodies and organizations, above all self-management interest communities for employment, constantly undertake adequate measures to encourage the faster employment of women. The share of women in the total number of employed in the social sector demonstrates a steady upward tendency: in 1945 women accounted for 26.8% of all employed and in 1982 their share reached 36.5%. The constant increase of the share of women in the total number of employed has been provided by the accelerated growth rate of women's employment in relation to the overall employment growth rate. This growth rate of the employment of women, as one of the most important prerequisites for their emancipation, has been assessed to be satisfactory, since women account for 38.7% of the economically active population (according to data from the 1981 population census)./*

Viewing the share of women in the various branches of activity, it can be noticed that, as is the case in many developed countries, in Yugoslavia there still exist branches predominantly employing female workforce. According to data for 1982, the share of employed women in economic activities was 31.7% (most of which in the production of finished textile products - 78.8%, in banking - 72.6%, and in the production of textile yarns and fabrics - 61.4%), while their share in non-economic activities was 59.8%. The largest number of women are employed in health and welfare services (75.7%) and education and culture activities - 53.5% in relation to the total number of employed.

/* In some republics this percentage reaches 45%.

(Ad. Items (c), (d), (e) and (f))

The right of women to a free choice of profession and employment has been ensured by regulations quoted for Ad para. 1, item (a) of this report.

As regards the right of women workers to professional promotion, we would like to emphasize that automatic advancement determined solely by qualifications and length of service is incompatible with the nature of the mutual relations between workers in associated labour. Greater ability of a worker is confirmed only through professional successes, and promotion depends on the objective possibilities within the organization of associated labour concerned.

Equal opportunity for promotion of both men and women workers stems from the constitutional principle on equal rights, duties and responsibilities of people and the right of working people to enjoy the fruits of their labour and of the material progress of the community in keeping with the principle: "Everyone according to his ability - to everyone according to his labour".

The Associated Labour Act specifies that it is the obligation of workers in an organization of associated labour to stimulate, through an appropriate internal organization of work and through relations in the distribution and allocation of income in basic organizations, the development of the workers' creative and work initiative at every job and working task and in every part of the labour process, and ensure that their contribution to the success of joint labour is measured (Article 47, para. 2, item 4).

The basic principle is that workers shall have the right and duty to perform the jobs or working tasks for which they have established a labour relationship.

For the duration of a labour relationship workers may, in conformity with self-management enactments and law, be assigned in the basic organization in which they work to any

job or working task which corresponds to the level of their vocational qualifications or to their skills acquired on the job, in accordance with established labour requirements and in conformity with the criteria laid down in such enactments. The vocational qualifications of workers or their skills acquired on the job constitute joint grounds for all cases of assigning workers to other jobs or working tasks. This represents a social criterion concurrently safeguarding the individual rights and interests of every worker and the joint interests of all workers in an organization of associated labour. Exceptionally, a worker may, with his consent, be temporarily or permanently assigned to a job or working task for which lower vocational qualifications are required than he has.

A worker acquiring greater ability through education and work is given the opportunity to undertake more complex and more responsible jobs and working tasks by being assigned to them according to work requirements and according to his own working skills.

Security of employment of all workers, including women, is also ensured by corresponding regulations.

The Constitution of the SFRY (Article 159) specifies that a worker may be dismissed from his job against his will only under conditions and in the way specified by statute.

The Associated Labour Act has particularly protected workers from a termination of labour relationship which could take place due to structural, economic or technological changes, specifying in Article 213, paragraph 1 that: "A worker's labour relationship may not be terminated if, owing to the integration of basic organizations, technological and other advancements conducive to a rise in labour productivity and the greater success of the basic organization, his labour is no longer needed in this particular organization". In planning technological and other kinds of advancement in their basic organizations, workers shall be bound to envisage requirements

for workers stemming from such advancements and to ensure resources for organizing new jobs in the same or in other organizations of associated labour for workers who would become redundant, i.e. to ensure resources for their vocational training. Self-management communities of interest for employment also participate with their own resources in the attainment of these goals.

A decision on the termination of a worker's labour relationship and reasons for rendering such a decision must be served on the worker in writing, together with instructions regarding his right to lodge a complaint (article 219 of the Associated Labour Act). The worker may lodge a complaint against this decision to the competent organ in the basic organization, and if he is not satisfied with the decision reached after the complaint, the worker may initiate proceedings before the competent court of associated labour, in order to protect his rights.

Article 225 of the Associated Labour Act specifies that in case the responsible person in the basic organization of associated labour fails to enforce a finally-binding court decision rendered in proceedings for the protection of workers' rights, he shall have committed a major violation of work obligations, due to which the measure of termination of labour relationship may be pronounced on him. In addition, republican and provincial penal laws treat as a special criminal offence the failure to enforce a finally-binding court decision to return a worker to work when his labour relationship was terminated against regulations.

As regards the exercise of the right of women workers to vocational training and retraining, higher vocational training and recurrent education, we point to the fact that the Associated Labour Act, as well as republican and provincial labour laws, specify the right and responsibility of workers to permanently improve their knowledge, capabilities and working skills in order to carry out certain jobs more succes-

sfully and discharge the tasks entrusted to them. In practice to date, a large number of women workers and men workers have been trained, while working, to perform competently the jobs and tasks entrusted to them and undertake, in keeping with work requirements, more complex jobs in the process of labour and the operation of the organizations of associated labour. It is the workers' obligation to regulate all matters related to the rights and duties of workers as regards education and improvement according to work requirements by way of a self-management general enactment which regulates the labour relationship. According to the provisions of republican and provincial labour laws it is the duty of basic organizations of associated labour to make provision, in accordance with the adopted current and projected programmes of development, for the education and training of workers according to the requirements of associated labour.

The self-management general enactment which regulates the labour relationship also specifies the workers' right to leave for purposes of vocational training and improvement, the right to remuneration of personal income and tuition fees, as well as other matters in the domain of material and other preconditions for the realization of each individual aspect of the vocational training and improvement of workers. The self-management general enactment also specifies the obligations of such workers towards the basic organization of associated labour. Workers provide the resources needed for vocational training from income, i.e. the net income of the basic organization, and from their personal income.

In addition, we point to the fact that self-management communities of interest for education, as an institutional expression of the linkage between productive labour and education, represent a framework within which it is possible to meet the educational needs of the working people more thoroughly, rationally and in a better organized manner. The reform of education has established an open system of education,

the integral components of which are education for work and education while working. An observation of the qualification pattern of employed women shows that in respect of the total number of employees the pattern of men and women employed is becoming increasingly similar. The qualification pattern of women is constantly improving, primarily thanks to the development of the education system.

The qualification pattern of women employed gives a very favourable picture as regards higher, post-secondary, and secondary education. That is to say that women with higher qualifications are more involved in social labour which means, on the one hand, that a better educated woman is more prepared to take part in the social division of labour, i.e. to apply the knowledge acquired during her education, and on the other hand, that there are ever more generations of educated women whose education does not end at the elementary level as was the case before.

Data on the qualification pattern of women employed in the social sector are presented in the following table:

Educational degreee- Qualifications	% December 31, 1978
Higher education	6.5
Post-secondary education	7.9
Secondary education	28.7
Elementary education	5.7
Highly-skilled workers	1.8
Skilled workers	21,6
Semi-skilled workers	15.4
Unskilled workers	12.4
T o t a l	100.0

The right of women workers to equal remuneration for equal work is guaranteed by the Constitution of the SFRY, which specifies in Article 11 that only the results of labour determine man's economic and social status, on the basis of equal rights and responsibilities. According to the Associated

Labour Act (Article 126), a worker´s personal income is determined in accordance with the results of his labour and according to the contribution he has personally made with his current labour and the management of and doing business with social resources- as his own and social past labour - to a rise in the income of his basic organization, in conformity with the principle of income distribution according to work performed and proportionately to the rise in the productivity of his own labour and the labour of workers in other basic organizations with whom he has pooled labour and resources, and to the rise in total social labour.

In addition to the principle of remuneration according to labour, workers in the basic organization also apply the principle of solidarity, primarily through the utilization of resources for collective consumption, in order to share in meeting certain social and other needs of workers with lower personal incomes and their family members.

Workers in the basic organization specifiy the grounds and criteria for the distribution of resources for personal incomes by a self-management general enactment. By the grounds and criteria for the distribution of resources for personal incomes workers in the basic organization ensure that their personal incomes are determined on the basis of the working contribution of each worker and depending on the results of labour and operation of the basic organization.

The Associated Labour Act (Article 129, paragraph 3) specifies that a worker´s labour contribution shall be determined depending on the quality and quantity of labour, particularly taking into account the volume and complexity of labour, the quality of the results of labour attained, the utilization of working hours, responsibility in work and conditions in which the worker works. A worker who contributes, by way of innovation, rationalization or another form of creativity in working with social resources, to increasing the income of the basic organization shall be entitled to a special com-

pensation in that basic organization, under the conditions stipulated in the self-management general enactment of that organization, according to the law.

We would like to mention that in 1952 the SFRY ratified Convention No. 100 of the International Labour Organization on Equal Pay for Men and Women for Equal Work, 1961.

The above-mentioned provisions of the Constitution of the SFRY and the Associated Labour Act fully preclude any possibility of discriminating against women workers as concerns remuneration. However, the fact that the majority of women employed in the economy work in industries in which the personal income is on the whole below the average (e.g. in the textile industry) bears witness that it is still indispensable to take appropriate measures in this field, primarily those affecting the choice of training and profession on the part of young women.

Social insurance rights, especially rights to old age and disability pensions, rights in case of unemployment, illness and other incapacity to work, as well as all other rights acquired on the basis or on account of labour, are provided to women workers and men workers on equal terms. The field of social insurance is regulated by the following laws and other rules:

- the Constitution of the SFRY and the constitutions of the socialist republics and the socialist autonomous provinces;

- the Law on the Basic Retirement and Disability Insurance Rights (Official Gazette of the SFRY, No. 23/82);

- republican and provincial laws on retirement and disability insurance;

- bylaws and other regulations passed by self-management communities of interest for retirement and disability insurance.

According to the SFRY Constitution (Article 63), social insurance is ensured through compulsory insurance upon

the principles of reciprocity and solidarity and of past labour in self-management communities of interest, based on contributions from workers' personal incomes.

Through social insurance workers ensure for themselves and for members of their families the right to health insurance in case of illness, rights they are entitled to in case of unemployment and rights on the basis of retirement and disability insurance in cases of diminution or loss of working ability, in case of old age or death.

Rights stemming from social insurance are ensured and exercised upon the principle of self-management and are therefore for the most part regulated by self-management general enactments of appropriate self-management communities of interest. The law and other regulations of state organs regulate basic rights. In exercising their self-management rights, workers (including pension beneficiaries, persons carrying out activities independently, and temporarily unemployed citizens) have provided for themselves and members of their families full health care, covering about 77% of the total population. Individual farmers also enjoy full health care. On this basis health care is provided for about 22% of the total population.

The number of persons without health insurance is minimal, ranging below 1% of the population. These persons are provided compulsory health care forms fully at the expense of the socio-political community.

In case of temporary incapacity for work owing to illness workers, irrespective of sex, shall be entitled to a compensation of their personall incomes throughout the period of such incapacity. The amount of such compensation shall be at least 60% of the average personal income. Should incapacity for work result from an injury sustained at work or occupational disease, workers shall be entitled to a compensation of their personal incomes in full. In addition to a compensation of their personal incomes, insured persons shall also be reimbursed their travelling expenses relevant to health care; fu-

neral expenses and post mortem assistance shall also be provided.

The resources for the mentioned compensations are provided from contributions paid by the workers from their personal incomes and pooled within self-management communities of interest for health insurance. Compensations of the personal incomes of workers during the first thirty days of temporary incapacity for work are, as a rule, borne by the organization of associated labour where the insured person works.

The right to old-age pension is acquired by a beneficiary reaching the statutorily prescribed age and meeting the condition relevant to length of service for retirement. A man beneficiary shall be entitled to old-age pension on reaching sixty years of age, and a woman on reaching fifty-five years of age, provided that the length of service for retirement is twenty years. Also, a man shall be entitled to old-age pension on reaching sixty-five years of age and a woman on reaching sixty, with a length of service of at least fifteen years. A beneficiary with forty years of service (man) and/or thirty-five years of service (woman) shall be entitled to old-age pension regardless of age. The laws of the republics and autonomous provinces provide for the right of early retirement if the length of service is thirty-five years plus fifty-five years of age (for men) or thirty years of service and fifty years of age (for women). It is stipulated that these pensions shall be reduced only until the beneficiaries reach the prescribed age entitling them to old-age pensions (sixty and/or fifty-five years of age).

The amount of old-age pensions is fixed depending on the pension base, this base being constituted by the average monthly personal income generated by a worker over the past ten or any consecutive ten years of work, computed according to the level his personal incomes from the penultimate year covered by insurance, applying appropriate weighting factors. The percentage according to which the level of the pen-

sion is fixed is at least 35% of the pension base for men and 40% of the pension base for women, with the full old-age pension being 85% of the pension base for both men and women. As can be seen from the aforementioned, the right to old-age pension is provided to women workers under more favourable conditions (lower age limit and shorter length of service) than to men. From the standpoint of the protection of the status of women one should mention that the retirement insurance scheme also provides the right to survivors' pensions. This right is recognized under certain conditions to the members of the beneficiary's immediate family - spouse, children (born in or out of wedlock, adopted children, foster children, etc.) and parents (father and mother, foster parents and adoptive parents) which the beneficiary that died supported.

Family members are entitled to survivors' pension in the case of the death of the beneficiary, on the condition that the beneficiary had the statutorily prescribed length of service or fulfilled, at the time of death, the necessary conditions entitling him to retirement or disability pension, or that he had been the recipient of either of these pensions.

A divorced person can also be entitled to a survivors' pension if the court ruling envisages for that person the right to maintenance. According to the provisions of the Federal Law on Retirement and Disability Insurance, survivors' pensions shall be computed on the basis of old-age or disability pensions that the beneficiary would have been entitled to at the time of death, or pension which the beneficiary had been receiving until death, provided that the percentage of the amount of the survivors' pension for a spouse or a child without both parents may not be lower than 70% of the base.

In case of disability, beneficiaries, regardless of sex, shall be entitled to:

- the right to disability pension - in the case of total incapacity for one's own or another appropriate job and in the case of partial incapacity - if the beneficiary h

reached a certain age which entitles him to such rights according to disability insurance regulations;

- the right to appropriate compensation in cases of diminished ability to work, relevant to the exercise of the right to professional rehabilitation and employment; the right to support, temporary benefits, compensation on account of shorter working hours, compensation on account of reduced personal income on another job, reimbursement of travelling and moving expenses, and board and lodging expenses related to professional rehabilitation;

- the right to monetary compensation for bodily impairment - for the loss, serious impairment or substantial incapacity of certain organs;

- the right to an allowance for help and care in the case of permanent need for help and care on the part of another person.

The special protection of women from working on jobs which might have a detrimental effect on the health or life of women workers and involve a greater risk, above all from the standpoint of safeguarding their reproductive function, has been regulated by the SFRY Constitution and the constitutions of the republics and autonomous provinces, by the Associated Labour Act and the labour laws and laws on occupational safety issued by the republics and autonomous provinces. The mentioned legislation in particular stuplates the following forms of the protection of women workers:

a) the right of the woman worker to establish a labour relationship with a working time shorter than the prescribed full working time. Article 184, paragraph 9 of the Associated Labour Act specifies that women workers may establish a labour relationship with a working time shorter than the prescribed full working time, under the conditions and in the way prescribed by the law. The intention of this provision of the Act is to make it possible for women who, owing to family reasons, are unable to work full time to establish labour rela-

tionships with shorter working hours, representing a new form of the protection of women and maternity. Republican and provincial laws on labour relations specify that women workers can exercise this right under certain conditions.

b) Protection of women by prohibiting work on especially difficult and jobs detrimental to health. Article 179, paragraph 3, item 6 of the Associated Labour Act, stipulates that it is an obligation of workers in a basic organization of associated labour to provide for, in the self-management general enactment regulating labour relationships, in accordance with the law, self-management agreement, bylaws and social compacts, the special protection of women against working on hard and jobs detrimental to health. Republican and provincial labour and occupational safety legislation stipulates that women may not perform jobs and working tasks predominantly involving especially hard physical work, work under ground or in water, nor other work which might be hazardous and involve a greater risk to the health and life of women in view of their physical and mental features. We would like to mention that the SFRY ratified Convention no. 45 on the Employing of Women for Underground Work in Coal Mines of All Categories, of the International Labour Organization in 1952.

c) Labour and occupational safety legislation of the republics and autonomous provinces prohibits night work for women in the fields of industry, civil engineering and transportation, while certain republics also include crafts under this prohibition. All the mentioned republican and provincial laws also provide for certain exceptions to the prohibition of night work for women.

The introduction of night work shall be authorized by the administrative organ in charge of labour affairs in a republic or autonomous province, on having obtained the prior opinion of the trade union and of the Chamber of the Economy, for one year at the maximum. Kindly note that in 1956 the SFRY ratified Convention no. 89 of the ILO on Night Work of Women in Industrial Enterprises (revised) 1948.

Ad para. 2, item (a)

Legislation quoted in replies ad Article 11, para. 1, item c, d, e and f (Security of Employment) rules out the possibility of being given notice on account of pregnancy or maternity leave, as well as of discrimination on account of marital status in respect of terminating labour relationships; as mentioned in that part of the report, the quoted regulations also provide for appropriate sanctions. These provisions of the Convention are assessed to be successfully implemented, since in practice there have been no cases of terminating women workers' labour relationships on account of pregnancy and childbirth.

The Associated Labour Act (Article 189, para. 1) stipulates that it is the right and duty of workers in a basic organization of associated labour to ensure the right of women workers to maternity leave in accordance with the self-management agreement on the pooling of workers' labour in a basic organization, and according to law, social compacts and self-management agreements.

Labour legislation of the socialist republics and autonomous provinces provides for an uninterrupted maternity leave of 180 days to a year for women workers during pregnancy and childbirth.

According to republican and provincial labour legislation the father of the child, the adoptive parents, and/or a person looking after the child in the case of the death of its mother or in case the mother abandons her child and in other similar cases shall also be entitled to maternity leave.

According to the labour legislation of all the republics and autonomous provinces a woman may start her maternity leave 45 days prior to delivery and has to begin her leave 28 days prior to delivery. If a woman worker acts in accordance with the findings of the health authority in charge and has premature delivery, she will be entitled to full maternity leave. In case the child is stillborn or if the child dies

during maternity leave the woman worker shall be entitled to a continuation of her maternity leave for as long as, in the opinion of the physician, necessary for her to recover from delivery and the mental state caused by the loss of her child, at least 30 to 42 days.

During maternity leave a woman worker shall be entitled to a full compensation of her personal income, computed according to the average of her personal income in the previous year.

According to article 189, para. 1 of the Associated Labour Act, workers in a basic organization shall have the right and duty to ensure the right of women workers to work shorter working hours after delivery and while looking after their infants, in accordance with the self-management agreement on the pooling of workers' labour in a basic organization and according to law, social compacts and self-management agreements.

According to the labour legislation of the socialist republics and autonomous provinces a woman worker with a child 8 months to 1 year old shall be entitled to work half time.

The self-management general enactment regulating labour relationships shall also specify a schedule of the utilization of working hours, i.e. the schedule of the total absence from work of a woman worker with a child up to a year old, provided that the average working hours during such absence shall amount to a half of the full working hours.

According to the labour legislation of the majority of the republics and autonomous provinces, once her child reaches the age of one year, the woman worker shall be entitled to work half time until her child is three years old if, in the opinion of a board of physicians, the child needs special care in view of its general health condition.

Shorter working hours on account of child care shall be deemed full working hours. Compensation of personal income to make up for the amount due to the woman worker if working full time is paid under health insurance regulations.

According to the labour legislation of the majority of the republics and autonomous provinces, under certain conditions, the father of the child or the person looking after the child shall also be entitled to shorter working hours on account of caring for the child.

We are mentioning that in 1955 Yugoslavia ratified ILO Convention no. 103 on the Protection of Motherhood (revised) 1952.

Ad item (c)

The SFRY Constitution (Article 188, para. 1) as well as the corresponding provisions of the Constitutions of the republics and autonomous provinces, determine that mothers and children shall enjoy special social care. On that basis social care of children in Yugoslavia encompasses various measures and activities in the fields of health, education, welfare and child care. In addition, special attention is devoted to promoting the development of a network of institutions to care for pre-school and school age children so as to, among other things, help parents to harmonize their family obligations with their work_place duties and their involvement in socio-political and other activities. Significant societal efforts exerted to that end yield increasingly better results.

Ad item (d)

The provision of special care for pregnant women has been described in the reply ad article 11, items c, d, e and f (the protection of women by prohibiting overtime and night work during pregnancy and child care and the protection of women by prohibiting work on especially hard jobs and those detrimental to health).

Ad para.3

The measures for women's protection quoted in this part of the report are reviewed from time to time, in the light of new scientific and other developments. In this connection we would like to mention that in the Yugoslav system,

when legislation is being made to regulate issues of a broader social interest, including that of the special protection of women workers, the broadest possible consultations are made, as a rule, ensuring that the working people and the citizens, as well as the organizations concerned (trade unions and other socio-political organizations, chambers of the economy, etc.) state their views on the proposed legislation already in the preparation stage. For instance, underway in certain republics and autonomous provinces is a broad public discussion on the possibility of extending maternity leave.

Ad article 12, para. 1

1. The right to health care and the exercising of the right to freely decide on family planning has been spelled out by the SFRY Constitution and the Constitutions of the republics and autonomous provinces as well as by corresponding republican and provincial laws*.

In addition to the mentioned regulations the right to health insurance is also regulated by self-management general enactments of the self-management interest communities for health insurance**.

The SFRY Constitution, in article 186, para. 1 determines that everyone shall be entitled to health care. Paragraph 2 of the same article specifies that cases in which uninsured citizens are entitled to health care from social resources shall be spelled out by statute .

Article 162, para. 5 of the Constitution specifies that "workers shall have the right to health and other kinds of care and personal security in work". The Constitution of the SFRY, in Article 188, para. 1 provides for mother and child care. Closely associated with this article of the Constitution is article 191, reading that "it is a human right freely to decide on family planning. This right may only be restricted for reasons of health".

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* See Supplement II.
** See Supplement II.

2. As a proponent and signatory of the 1968 Teheran Declaration on Human Rights, postulating the right to family planning as one of the fundamental human rights, Yugoslavia has been actively working on seeing this human right exercisedin all walks of life. The 1969 Resolution of the SFRY Assembly on Family Planning has enhanced social activity in this field and underscored the importance of an interdisciplinary approach to family planning and to promoting more humane relations between the sexes, in view of the fact that family planning activities to date were primarily pursued from a medical standpoint.

Ad para. 2

1. On the basis of the Constitutional principles, the republican and provincial laws and the enactmentsof the self-management communities of interest for health and health insurance regulate more specifically those rights ensuring the practical implementation of the adopted stands on special mother and child health care.

The introduction in practice of compulsory forms of health care, fully covered by communities for health insurance from their funds, has created a material base for the planned mother and child health care activities in all parts of the country. It needs mentioning that the use of services and the implementation of measures covered by the compulsory forms of health care is free for all users and cannot be made conditional upon anything.

The rights related to maternal health care include the following: acquainting the population, especially young people, with contraceptive methods and devices, the delivery of health services related to family planning and the right to all kinds of contraceptives; the right to abortion in cases of unwanted pregnancy; the right to medical check-ups, out-patient and hospital treatment of pregnant women; home visits by community nurses and health educational work with pregnant women; professional medical assistance during child birth either

in hospital or at home; post-natal care for the mother and the new-born infant at home by home visits; gynecological check-ups 6 weeks, 3 months and 6 months after delivery; free medicines during pregnancy, child birth and 6 months thereafter; the right to dental care during pregnancy and 6 months after child birth; and the right to out-patient and hospital treatment of any complications and sequels of pregnancy and childbirth.

In addition to the mentioned rights pertaining to health care, the law determines the right to a monetary compensation for the supplies needed for each new-born infant.

In particular, health care for women includes the treatment and diagnosis of different gynecological ailments, full care during pregnancy and childbirth and different activities related to contraception. Health care programmes envisage sex education for members of both sexes, especially with regard to unwanted pregnancy.

2. Specialized institutions for women's health care are clinics and guidance centres. The basic activity of clinics is geared towards the protection of the health of women of child-bearing and post-childbearing age, with regard to various gynecological ailments, their treatment and the patient's recuperation, as well as towards health care related to woman's reproductive function - maternity. There is usually a clinic for women, as a specialized institution, in each municipality.

Family planning guidance centres cover all aspects of family planning, health education, as well as educational work conducive to more humane relations between the sexes. These guidance centres are attached to gynecological-obstetric departments of work organizations in the field of health, i.e. to departments for contraception and family planning, and in places where there are no such specialized services general practitioners are engaged in family planning matters too. Results of family planning activities depend to quite an extent upon the level of development of the health service network.

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* See tables 11, 12 and 13.

In 1955 Yugoslavia ratified the Convention on the Protection of Motherhood.

Ad Article 13

1. With consideration to the obligation of the social community to render material assistance to the family as well, especially to families whose minimum material existence has not been provided for, laws and other regulations determine the rights which could be classified as "family benefits", which include the following: rights from retirement and disablement insurance according to the law on retirement and disability insurance, i.e. the right to survivors´ pension in case of the insured person´s death, the right to assistance and care and the right of a widow to material provision and severance pay;

- rights under the Law on Welfare and Care for Children, the Law on the Care for the Members of the Family of a Person on Military Service, and under regulations on children´s benefits, i.e. the right to basic monetary assistance, assistance to a family member, disability benefits, additional monetary assistance, allowance for the care and assistance by another person, allowance for self-support, children´s allowance and assistance for supplies needed for new-born babies, as well as support in case of death.

The society also gives material assistance to the family through: sharing in the expenses of putting children in kindergartens and nurseries; accommodation of the elderly and handicapped free of charge; cafeterias in schools and dormitories; pupils´ and students´ rights to scholarships and credits depending on their families´ financial standings.

In the realization of these rights the constitutional principle of equal rights and equality of all people and citizens is consistently observed.

2. The right of man and the citizen to a healthy environment (Article 192, paragraph 1. of the Constitution of the SFRY), as well as paragraph 2. of the same Article, which

stipulate that "the social community ensures conditions for the realization of this right", gives an equal opportunity to all people to engage in sports and recreation. Citizens realize this right by taking part, according to their personal interests, in the activities of different sports societies and organizations and through the organization of sports and other recreational acitivities in the local community. Likewise, the working people may organize diverse recreational sport activities in their work organizations.

Members of the younger generation engage in sports and recreation through their physical education classes, including compulsory classes outdoors.

Ad Article 14, paragraph 1

In the past, the position of women in rural areas was exceptionally difficult, not only because of the general underdevelopment of society, but also because of their centuries-long dependence upon the head of the family. The degree of women's subordination varied throughout Yugoslavia. The fact that vestiges of such attitudes persist in marital and family relations, points to the difficult past and social status of women before the revolution.

The most significant changes ir the position of women in rural areas today are related to their assertion as workers in agricultural production. It is only with growing social and economic evaluation of labour that the way was paved to a new quality in the position of rural women. The recognition of all civil rights to women, after the revolution, gave full meaning to numerous educational and social humanitarian actions and measures, as the rural woman - agricultural producer attained an increasing economic role.

In Yugoslavia, women comprise the largest part of the economically active agricultural population. According to the 1981 census, 4,276,020 inhabitants were engaged in agriculture on the territory of the SFRY; 2,351,239 of them were women, which is to say 55%. Of the total number of 1,180,766

economically active persons in agriculture, women account for 47.5%. In mixed households, in 83% of all cases, it is women that organize and actually carry out farming activities. It should also be noted that from 1978 to 1981 the number of women employed in the social sector of agricultural production rose from 36,100 to 45,500 and that in 1981 they comprised 26.2% of the total labour force in that sector. These figures illustrate the fact that the role of women in the development of agriculture is of growing importance, not only in terms of carrying out the actual work but organizing it as well. Women farmers play a significant role in the accomplishment of the objectives and tasks of the material development of production both in the social and individual sectors.

The increasing participation of women in agricultural production has manifold economic and social consequences. It makes possible and is conducive to rural women's economic independence and therefore recognition in society. Thus their role, position and treatment in marital and family relations are changed as well.

Ad paragraph 2, Item A

A sustained vigorous development of agricultural production, increasing producers' income and the development of social relations is of utmost importance for improving the position of rural women. All oscillations in that development, in particular the occasional underrating of the importance of the human factor, is reflected upon the status of rural women as well. The adoption and implementation of the Associated Labour Act, as well as the Law on the Association of Farmers, is of great significance for rural women as producers.

The Constitution of the SFRY, the Associated Labour Act and the laws of the socialist republics and autonomous provinces on the association of farmers offer broad scope for the organization of farmers in various forms: farmers' cooperatives, basic organizations of subcontract farmers, work organizations of subcontract farmers, and basic joint organi-

zations. In terms of duties and obligations, all these laws equate the personal work of farmers with that of workers in associated labour. That is a new quality in the building of self-management, socio-economic and production relations in rural areas, which is of essential importance for the further advancement of the social status of women in agriculture and rural areas. Every active worker on a farm may sign a self-management agreement on the association of his labour, which initiates a process whereby women also acquire the status of an associated farmer and are entitled to all socio-economic and self-management rights under the existing law.

The members of a farmer´s household who are engaged in agriculture themselves, regardless of whether they formally own the land or not, have the right to association on the basis of their own labour according to the Law on the Association of Farmers. By the decision of each active member of the household to associate labour, the process is accelerated of the rural women´s true assertion and prospects are opened up for her to equitably participate, through her own labour, in all socio-economic relations. The setting of criteria for earning income and distributing it proportionately to the individual contribution of each associated producer to the generation of that income, is of major importance from the viewpoint of the equitable status of rural women, as their labour is thus objectively measured and recognized by society.

(Ad Item B)

An answer to this item is contained in the answer to Ad Article 12, pertaining to the field of health care and family planning.

(Ad Item C)

In Article 189 the Constitution of the SFRY stipulates that citizens who are not able to work and have no necessary means of support are entitled to assistance by the social community. The right of all people to this kind of care has been spelled out in this way.

Welfare service is organized through the activity of communal administrative organs in charge of welfare, uniformly on the entire territory of Yugoslavia. Welfare is also organized through the activity of voluntary social organizations (Red Cross) or through local communities.

In keeping with the laws of the republics and autonomous provinces on welfare and care for children, the competent welfare organs provide appropriate services for certain categories of citizens, including children deprived of parental care, children whose physical and mental development has been impaired, wayward children and children whose development has been hindered due to family problems, as well as for the following: persons who have no material support and are completely incapable of working, old persons without family care, disabled persons, persons with socially negative behaviour and for all other adults who are in need of social help.

(Ad Item D)

A higher level of agricultural production and the further development of self-management relations in rural areas require a corresponding level of general, vocational and socio-economic education of women farmers. Modern agricultural production depends on the level of education as a basis for the application of modern technology, and the improvement of knowledge. The level of agricultural knowledge depends on one's general educational level. The system of education has contributed to the substantial decrease in the number of illiterate women in rural areas.

In the post-war period agricultural and cooperative-agricultural courses were organized, in addition to home economics courses, as a form of educating the agricultural population on a massive scale, and were accessible to rural women. For example, Committees of Women Cooperative Farmers have educated several thousand women farmers over the past four years. These lectures and courses primarily train women farmers for working in agricultural production as well as for

running their households, with a special emphasis on home economics and healthy diets. However, these forms became too narrow for the general education and vocational training of women farmers, although they did have a certain initial function in the social organization of rural women. Nowadays they are being replaced by more lasting, institutionalized forms of general and vocation-oriented education of women farmers as a prerequisite to their faster inclusion in farming production.

Professional agricultural services, adult education centers, regular and night schools, universities, courses, seminars, lectures, and similar forms through which agricultural producers can become acquainted with recent achievements in science, technology and agricultural production are of great importance for activities in the domain of general education and vocational training. In addition to the regular school system, there are also special "winter schools" for the training of agricultural producers with a view to the improvement of agricultural production and their active participation in self-management decision-making. Experience in Yugoslavia to date has shown that work on the education of women farmers has been positively reflected in terms of upgrading the quality and increasing the production of food, the development and specialization of production, as well as the more economical running of households.

(Ad Item E)

In addition to their work in the field of agriculture, women are becoming involved in other significant activities, which provide an additional income to their households. For example, on a seasonal basis, they do handicrafts, offer tourist services and provide services in their households, etc.

Yugoslavia is a country of rich folk tradition, which varies across the republics and autonomous provinces. For example, in the Socialist Republic of Serbia, over 50,000 rural women are involved organized handicraft production. Ac-

cording to some estimates an average number of 20,000 - 30,000 producers are engaged in cottage industries in each republic and province. The importance of cottage industries as a special economic activity is reflected primarily in their complementary role in the encouragement of balanced economic development, in enriching the market with a larger and more diverse supply of goods and services, greater employment opportunities, as well as a better utilization of available material potentials.

(Ad. Item F)

Rural women have opportunities for political involvement which are relatively equal to those of women living in urban areas, as socio-political organizations strive for the same objectives and work with the same programmes in both towns and villages. The involvement of women in councils of local communities shows to what extent they participate in political life, as the local community is the venue where some of the essential needs of the family are met. The needs that are met through this form of organization are always more pronounced in rural local communities than in those in urban areas. Rural local communities have traditionally organized the life of their inhabitants more successfully, as well as the meeting of their needs, than have local communities in towns. Since a large number of women are at the same time farmers and responsible for their families and household duties (upbringing of children, household chores etc.) this is to a large extent reflected on their specific socio-political activity*.

(Ad Article 15, paragraph 1)

The Constitution of the SFRY, in the part on the freedoms, rights and duties of man and the citizen (Article 153 through 175), fully equates women with men before the law. Article 154 of the Constitution, which was quoted in full in response to Ad Article 2, asserts the full equality of all people before the law.

* See Supplement III - Table No. 14.

(Ad paragraph 2)

According to Article 180 of the Constitution of the SFRY, which was quoted in response to Ad Article 2, all citizens are given an equal opportunity in the protection of their rights before a court of law, state agencies and other bodies and organizations.

(Ad paragraph 3)

In Yugoslavia instruments in any way restricting the business capability of women because of their sex are deemed legally inoperative.

(Ad paragraph 4)

By the SFRY Constitution citizens are guaranteed freedom of movement and abode. Restriction of freedom of movement or abode may be provided for by law, but only in order to ensure the conduct of criminal proceedings, to prevent the spread of contagious diseases or protect public order, or when so required by the defense interests of the country (article 183 of the Constitution).

All the republics and autonomous provinces have passed laws, which in accordance with the Constitutional principle guaranteeing freedom of movement and abode to citizens, regulate the issue of the movement and abode of citizens. These regulations make no distinction whatsoever between citizens. Not a single provision of the Law on Passports of SFRY Nationals distinguishes between the sexes. All SFRY nationals are equal and enjoy the same right to being issued a passport and visas to cross the state border and stay abroad. The Law on Crossing the State Border and Movement in the Border Areas, regulating the subject matter of crossing the state borders and the moving and staying of persons in border areas and stipulating measures to safeguard the state borders, contains no provisions whatsoever distinguishing between men and women, i.e. discriminating between the sexes.

(Ad Article 16, paragraph 1)

According to Article 190, paragraph 1, of the SFRY Constitution the family shall enjoy special social protection. The same article of the Constitution stipulates the main principles regulating marriage and marital relations. According to Article 190, paragraphs 1 and 2 of the Constitution, "the family shall enjoy social protection. Marriage and marital and family legal relations shall be regulated by statute. A marriage shall be validly contracted before a competent agency by free consent of the prospective spouses".

Issues pertaining to marriage and family relations have been regulated in Yugoslavia by the laws of the republics and autonomous provinces.

(Ad paragraph 1, items A, B, C)

Freedom of decision and the equality of spouses are the general principles inherent to the Yugoslav social system applicable to marital and family relations, whereas mutual fondness, love, respect, understanding and trust are moral components of marriage entailing no direct legal sanctions.

Free consent to marry is among the essential elements for a valid marriage. The mentioned free consent and the participation of the competent state agency have been specified as essential elements for marriage in the laws of all the federal units. Such consent must be consistent with the actual will of the prospective spouses.

The principle of the equality of husband and wife in marriage has been proclaimed as the basis of marital relations, and it is in accordance with that principle that all the other rights and duties of husband and wife have been determined, consistently observing the Constitutional principle of the equality of sexes. Relations between the spouses are regulated either from the aspect of the spouses as persons, without property considerations, or from the aspect of their conduct affecting property relations. As in marriage, in addition to the interest of the spouses, the interests of the fa-

mily and the society at large are also pursued, divorce may not be obtained at the discretion of the spouses, but rather, there are statutorily prescribed grounds upon which divorce may be claimed. Certain novelties in Yugoslav family legislation have been introduced through regulations passed by some of the federal units which ensure an even better protection of the position of women and their children in divorce proceedings. Thus, the law of the Socialist Republic of Croatia, with a view to fully and equally protecting women and children prohibits a husband from initiating divorce proceedings while his wife is pregnant or until their child reaches a certain age, without prior consent of the wife. The law of the Socialist Republic of Serbia also restricts the right of the mother to initiate divorce proceedings during pregnancy, primarily in order to protect the child. The SFRY ratified, in 1964, the Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages.

The family legislation of Yugoslavia has abandoned the concept of divorce being a sanction for violating marital duties. This is owing to the fact that the society is interested in seeing a marriage last only as long as it fulfils appropriate functions. There is no social justification whatsoever for lastingly restricting an individual's rights and freedom on account of his having violated marital duties. That is why the laws of the federal units primarily take into account intolerable living together, preventing the marriage from fulfilling its function, regardless of which of the spouses is to blame for such circumstances.

(Ad item D)

As regards the basic principles governing the relationship between parents and children, the Constitution stipulates that parents shall have the right and duty to raise and educate their children and also that children shall be bound to care for their parents in need of assistance (article 190, paragraph 3). Children born out of wedlock shall have the same

rights and duties as children born in wedlock (article 190, paragraph 4).

Relations between parents and children, according to Yugoslav legislation, arise once a child has been born in or out of wedlock or by the adoption of a child. Children born out of wedlock have been equated with those born in wedlock in terms of all rights and duties both to their parents and their relatives.

The substance of the relationship between parents and children makes up a body of statutorily fixed mutual rights and obligations. According to family laws of the federal units, parents shall have the right and duty to take care of their children as persons, as well as of their rights and interests. It is their obligation to raise their children taking care of their lives and health, to bring them up in the spirit of allegiance to the homeland, to see to their education and vocational training in line with their abilities, inclinations and wishes, so as to make the children capable of independent life and work. It is their obligation to provide material means to support their children in keeping with their financial possibilities. The parental right, as prescribed in the laws of the federal units, is exercised in the interest of the children, this in fact resulting from the nature and substance of the parental right. The parents shall exercise this parental right together and in agreement, and in case of their disagreement meritorious decisions shall be taken by the competent guardianship agency, and/or by a court of law when the protection of the child's property rights is involved.

(Ad item E)

In accordance with the provisions of the SFRY Constitution upholding man's right to freely decide on family planning, it has been stipulated in some of the federal units that the registrar shall recommend to the prospective spouses to pay a visit, before the actual date of marriage, to a health or other appropriate institution so as to familiarize themsel-

ves with the possibilities and advantages of family planning and with the conditions ensuring healthy offspring, as well as to visit a marriage counsellor.

Other family planning aspects have been described in the reply to Ad Article 5, item B and Ad Article 12.

(Ad Item F)

1. Guardianship is one of the forms of statutorily regulated welfare through which the social community accords special protection to minors deprived of parental care as well as to a certain category of adults with a view to protecting their personalities. Another purpose of guardianship is also to ensure the observance of property and other rights and interests of the wards. According to the laws of all the federal units a prospective guardian shall be a person having the characteristics and ability to perform the duties of a guardian and one previously consenting to be a guardian. A relative of the ward shall be primarily appointed his/her guardian, if it is in the ward's interest. In appointing a guardian, sex considerations are of no consequence whatsoever, but the ability of the person to perform this duty is the prime consideration. In choosing a guardian the wishes of the ward are also taken into account, if the latter is capable of expressing them, as well as the wishes of the ward's close relatives.

In Yugoslavia, the competent welfare authority appoints the physical person who is to be guardian. In that decision, the competent authority also determines the extent of the guardian's authority. If the ward has any property, the guardianship authority takes measures to have it registered, evaluated and given to the guardian for management; the guardian manages the property under the constant supervision of the competent authority. The laws of the federal units precisely spell out the property-related matters that the guardian may deal with on behalf of his ward.

2. Adoption is the fullest and most effective form of the family and legal protection of children without parental care, as it ensures for the child development in a family in which the adoptive parents undertake the role of parents and discharge all rights and duties making up parental rights. In the laws of the federal units, the interests of adopted children are the objective of adoption, and it cannot be carried out if it is not in their interest. Parental right being the substance of adoption, the same provisions on the exercise of the parental rights of the spouses together and in agreement, as given in the reply to paragraph 1, item D of this article, also apply to it.

The laws of all federal units prescribe that an adoptive parent can only be a person who is gainfully employed and who has the characteristics needed for the successful performance of parental rights and duties.

(Ad Item G)

The choice of a personal name is one of the personal rights of spouses. The equality of rights of spouses in respect of the choice of a surname on the occasion of marriage, is consistently respected in the laws of all federal units. Spouses may agree to take a surname of one spouse or the other as their family name or to have each one of them keep his/her own surname, or to add the other spouse´s surname to his/her own surname, or to take the spouse´s surname and to add his/her own surname to it. Thus the law provides a maximum possibility of choice, equal to both spouses.

Spouses are free to develop their personalities, which includes working and intellectual faculties, as well as independent participation in all forms of social life. According to the laws of all federal units a spouse is independent in his/her selection of a job and vocation.

(Ad Item H)

As regards property ownership, i.e. the acquisition, management, enjoyment and alienation of property, the legal system of the SFRY in no way prohibits or restricts women

from managing property. As concerns the spouses´ property, according to family legislation, there exist two categories of property of spouses in marriage - the separate property of each and their common property. Common property is the property acquired during one´s marriage. Spouses manage and dispose of this property together and in agreement. The size of the share of each spouse is determined only when common property is divided, either in case the division is done in agreement or if a court of law decides on it. A spouse - owner, manages his/her separate property at his/her discretion. Property relations in marriage have been regulated in detail, so spouses can settle their property relations only within legal frameworks.

The spouses´ deeds of immovables in joint onwership shall be entered in land registers or other public registers as their joint property indicating precisely the share of each spouse.

In managing their property the spouses may agree that one of them be entrusted with the management, use and disposal of joint property or a part thereof, which is in compliance with normal relationships in marriage, as, otherwise, it would be extremely unrational that all legal action pertaining to property be carried out by both spouses.

(Ad paragraph 2)

Only persons of a prescribed age which implies the attainment of physical and mental maturity may contract a valid marriage. Being under age is therefore considered an obstacle to marriage, as interests of such persons are protected in this way. The laws of all federal units set eighteen as the minimum age for marriage, but a lower limit of sixteen years of age has been also prescribed. A court of law may allow a person between the ages of sixteen and eighteen to marry at his/her proposal, for justified reasons, if the court determines that the person concerned has attained the physical and mental maturity needed for fulfilling marital rights and duties. Prior to reaching a decision the court of law obtains the opinion of the guardianship authority, hears the person presenting the proposal, his/her parents or guardians and the person whom he/she wishes to marry. The court in charge also obtains the opinion of a health organization.

Supplement I

EXPLANATIONS OF CERTAIN BASIC CONCEPTS TO FACILITATE UNDERSTANDING THE SOCIO-POLITICAL AND ECONOMIC SYSTEM OF THE SFRY

1. The Constitution determines social property as the expression of socialist socio-economic relations, as the basis of free associated labour and of the ruling position of the working class in production and in the whole of social reproduction, as well as the basis of personal property acquired through work serving to meet man's needs and interests.

2. The entire system of socialist self-management is based on associating labour and pooling resources within basic organizations of associated labour, set up in both production and services. It is the primary cell where workers, through a special agreement, associate their labour with socially-owned means of production and acquire rights and obligations of self-managers. According to the Constitution and Associated Labour Act, a basic organization of associated labour has to be a "natural whole" in the technological, economic and social senses. In the basic organization of associated labour workers make decisions directly, through referenda or through delegates and delegations. Apart from the workers' council, their management organ, workers in a basic organization of associated labour also elect delegations which, according to their guidelines, act in higher organizational and working bodies, local communities, self-management interest communities and in the assemblies of socio-political communities.

3. In Yugoslav theory and practice the point of departure is that work in social services is an integral part of all social productive work; social services contribute to the development of productive forces, of labour productivity and to greater material development in material production. The SFRY Constitution specifies the linkage between these two different spheres of social work as the free exchange of labour.

It is a form of the exchange of labour in fields in which market relations cannot be the basic form of exchange. The free exchange of labour is effected through self-management communities of interest, comprising the immediate users of certain kinds of services (citizens, working people and work organizations with needs in the fields of e.g. education, child care, health care and other) and workers from those self-management organizations which, by their activity, satisfy such needs (schools, educational institutions for children, hospitals and similar).

4. In addition to the basic organization of associated labour the local community is another basic cell in the socio-political system. While the first one is the basic cell where the working people organize themselves on a self-management basis according to their place of work, the local community is the basic cell where the working people and citizens organize themselves on a self-management basis according to their places of residence.

5. Delegates are members of delegations elected by the working people in self-management organizations of associated labour, local communities and socio-political organizations. These delegations take part in the work of the assemblies of socio-political communities and for that purpose the delegates elect from among themselves delegates to the assemblies of communes, provinces, republics and the Federation. The delegates shall be bound to assume such stances as have been previously adopted on the part of their delegations or assemblies which elected them.

6. The delegate system is the basis upon which the assemblies (communal, provincial, republican and the federal) are constituted, i.e. on the basis of the joint delegations of work organizations, local communities and socio-political organizations. The delegate system makes the direct presence of the working people in the assemblies possible and precludes political opposition in decision-making on the part of separate

groups and provides for the reconciling of short-term and long-term interests of segments of society and of the society in general. The delegate system, as an institution of the political system, is a novelty and a special link between self-management and the state. It is a common principle permeating the entire socio-political system of Yugoslavia.

Supplement II

LAWS AND OTHER REGULATIONS GOVERNING CERTAIN FIELDS REFERRED TO IN SOME ARTICLES OF THE CONVENTION

Article 6.

Regulations governing the field mentioned in Article 6. of the Convention:

The Penal Code of the SFRY (the Official Gazette of the SFRY, No. 44/76) - Article 251;

The Penal Code of the Socialist Republic of Bosnia and Herzegovina (the Official Gazette of the Socialist Republic of Bosnia and Herzegovina, No. 16/77 and No. 19/77) - Article 102;

- The Penal Code of the Socialist Republic of Montenegro (the Official Gazette of the Socialist Republic of Montenegro, Nos. 26/78, 11/81) - Article 76;

The Penal Code of the Socialist Republic of Croatia (the People´s Journal of the Socialist Republic of Croatia, Nos. 25/77, and 50/78) - Article 100;

The Penal Code of the Socialist Republic of Macedonia (the Official Gazette of the Socialist Republic of Macedonia, Nos. 25/77 and 30/78)- Article 105;

- The Penal Code of the Socialist Republic of Slovenia (the Official Gazette of the Socialist Republic of Slovenia, Nos. 12/77 and 3/78) - Article 101;

- The Penal Code of the Socialist Republic of Serbia (Official Gazette of the Socialist Republic of Serbia, Nos. 26/77, 28/77 and 43/77, 20/79) - Article 291;

- The Penal Code of the Socialist Autonomous Province of Kosovo (Official Gazette of the Socialist Autonomous Provinces of Kosovo, No. 20/77) - Article 82;

- The Penal Code of the Socialist Autonomous Province of Vojvodina (Official Gazette of the Socialist Autonomous Province of Vojvodina, Nos. 17/77 and 24/77) - Article 76.

Article 7.

Regulations according to which the field mentioned in Article 7. of the Convention is regulated in the federal units:

Socialist Republic of Bosnia and Herzegovina

- The Referendum Act (Office Gazette, No. 29/77);

Socialist Republic of Montenegro

- Law on the Election of Delegates to Assemblies of Communes (Official Gazette, No. 3/78) and the Law on Referenda and Other Forms of Decision-Making Through Personal Expression of Views (Official Gazette, Nos. 31/77, 6/78);

Socialist Republic of Croatia

- The Referendum Act (People´s Journal, No.17/79);

Socialist Republic of Macedonia

- The Law on General Principles of Referenda and Decision-Making Through Personal Expression of Views (Official Gazette, No. 19/79);

Socialist Republic of Slovenia

- The Law on Electoral Rights (the Official Gazette, No. 7/74), and the Law on Referenda and Other Forms of Personal Expression of Views (the Official Gazette, No.23/77);

Socialist Republic of Serbia

- The Law on the Registration of Working People and Citizens with Voting Rights;

Socialist Autonomous Province of Vojvodina

- Law on the Registration of Workers and Other Working People and Citizens with Voting Rights (the Official Gazette, No. 24/77) and the Law on Referenda and Other Forms of Decision-Making through Expression of Personal Views (the Official Gazette, No. 24/77);

Socialist Autonomous Province of Kosovo

- The Law on Electing and Recalling Delegates to the Communal Assembly (Official Gazette, No. 1/78) and the Referendum Act (Official Gazette, No. 5/79);

Article 9

Regulations governing the field referred to in article 9 of the Convention:

- The Law on Citizenship of the SFRY (Official Gazette of the SFRY, No. 58/76);

- The Law on Citizenship of the SR of Bosnia and Herzegovina (Official Gazette, Nos. 10/77, 1/79);

- The Law on Citizenship of the SR of Montenegro (Official Gazette, Nos. 26/75 and 30/75);

- The Law on Citizenship of the SR of Slovenia (Official Gazette, No. 23/76);

- The Law on Citizenship of the SR of Macedonia (Official Gazette, No. 19/77);

- The Law Amending the Law on Citizenship of the SR of Serbia (Officiel Gazette, No. 13/83);

Article 10

Regulations governing the field referred to in article 10 of the Convention:

SR Bosnia and Herzegovina

- The Law on Elementary Education (Official Gazette, Nos. 16/78, 1/79, 23/79, 30/81);

- The Law on Secondary Vocation-Oriented Education (Official Gazette, Nos. 20/79, 30/80, 25/81);

- The Law on Higher Education (Official Gazette, Nos. 18/77, 22/81);

SR Montenegro

- The Law on Elementary Education (Official Gazette, Nos. 17/78, 20/78, 29/79);

- The Law on Secondary Vocation-Oriented Education (Official Gazette, Nos. 6/80, 11/80);

- The Law on Higher Education (Official Gazette, Nos. 36/76, 38/76, 17/80).

SR Croatia

- The Law on Elementary Education (People´s Journal, No. 4/80);
- The Law on Secondary Education (People´s Jurnal, Nos. 30/71, 27/76, 32/77, 28/79);
- The Law on Higher Education (People´s Journal, Nos. 15/77, 24/78, 28/79).

SR Macedonia

- The Law on Elementary Education (Official Gazette, Nos. 11/76, 4/77, 9/77, 46/78);
- The Law on Secondary Education (Official Gazette, No. 25/79);
- The Law on Higher Education (Official Gazette, Nos. 49/79, 36/79);

SR Slovenia

- The Law on Elementary Schools (Official Gazette, No. 5/80);
- The Law on Vocation-Oriented Education (Official Gazette, No. 11/80);

SR Serbia

- The Law on Elementary Education (Official Gazette, Nos. 51/78, 30/79 and 39/81);
- The Law on Vocation-Oriented Education (Official Gazette, No. 29/79);
- The Law on Higher Education (Official Gazette, Nos. 2/79, 22/80, 31/81);

SAP Vojvodina

- The Law on Education (Official Gazette,Nos. 14/77, 1/79, 17/79, 18/80, 24/80, 30/80, 70/81).

SAP Kosovo

- The Law on Elementary Education (Official Gazette,Nos. 28/79, 7/80, 46/80);

- The Law on Secondary and Vocation-Oriented Education (Official Gazette, Nos. 3/80, 7/80, 26/80, 46/80);

- The Law on Higher Education (Official Gazette, Nos. 43/74, 28/79).

Article 11

1. The regulations of the federal units on the right to work:

SR Bosnia and Herzegovina

- The Law on Labour Relations (Official Gazette of the SR of Bosnia and Herzegovina, Nos. 36/77, 11/78, 12/79, 26/82);

- The Law on Employment (Official Gazette of the SR of Bosnia and Herzegovina, Nos. 14/78, 21/81);

- The Penal Code of the SR of Bosnia and Herzegovina (Official Gazette of the SR of Bosnia and Herzegovina, Nos. 16/77, 19/77);

- The Social Compact on Employment (Official Gazette of the SR of Bosnia and Herzegovina, No. 5/82).

SR Montenegro

- The Law on Labour Relations (Official Gazette of the Socialist Republic of Montenegro, No. 31/82);

- The Law on Employment (Official Gazette of the SR of Montenegro, No. 34/81);

- The Penal Code of the Socialist Republic of Montenegro (Official Gazette of the SR of Montenegro, Nos. 26/78, 11/81);

- The Social Compact on Employment (Official Gazette of the SR of Montenegro, No. 3/78);

SR Croatia

- The Law on Labour Relations of Workers in Associated Labour (People's Journal of the SR of Croatia, No. 40/82);

- The Law on Employment (People´s Journal, Nos. 53/74, 14/78, 33/82);

- The Penal Code of the SR of Croatia (People´s Journal of the SR of Croatia, Nos. 25/77, 50/78).

SR Macedonia

- The Law on Labour Relations (Official Gazette of the SR of Macedonia, Nos. 45/77, 3/83);

- The Law on Employment and Insurance in Case of Unemployment (Official Gazette of the SR of Macedonia, Nos. 13/78, 2/79);

- The Penal Code of the SR of Macedonia (Official Gazette of the SR of Macedonia , Nos. 25/77, 30/77);

- The Social Compact on Employment (Official Gazette of the SR of Macedonia, No. 5/80).

SR Slovenia

- The Law on Labour Relations (Official Gazette of the SR of Slovenia Nos. 24/77, 30/78, 27/82);

- The Law on Employment and Insurance in Case of Unemployment (Official Gazette of the SR of Slovenia, No. 8/78);

- The Penal Code of the SR of Slovenia (Official Gazette of the SR of Slovenia, Nos. 12/77, 3/78).

SR Serbia

- The Law on Labour Relations (Official Gazette of the SR of Serbia, Nos. 56/81, 7/82, 24/82);

- The Law on Employment (Official Gazette of the SR of Serbia, Nos. 31/77, 7/82);

- The Penal Code of the SR of Serbia (Official Gazette of the SR of Serbia, No. 50/79).

SAP Kosovo

- The Law on Labour Relations (Official Gazette of the SAP of Kosovo, Nos. 47/77, 27/78, 2/79, 33/82);

- The Law on Employment (Official Gazette of the SAP of Kosovo, No. 27/81);

- The Penal Code of the SAP of Kosovo (Official Gazette of the SAP of Kosovo, No. 20/77);

- The Social Compact on the Principles of the Employment Policy in the SAP of Kosovo for the Period from 1981 to 1985 (Official Gezette of the SAP of Kosovo, No. 42/81).

SAP Vojvodina

- The Law on Labour Relations (Official Gazette of the SAP of Vojvodina, No. 32/81);

- The Law on Self-Management Interest Communities for Employment and the Rights of Workers During Temporary Unemployment (Official Gezette of the SAP of Vojvodina, Nos. 26/75, 14/78);

- The Penal Code of the SAP of Vojvodina (Official Gazette of the SAP of Vojvodina, Nos. 17/77, 24/77);

- The Social Compact on Employment (Official Gazette of the SAP of Vojvodina, No. 10/78).

In addition, certain matters in respect of exercising the right to work are regulated by self-management general enactments of organizations of associated labour and self-management communities of interest in the field of employment.

2. Laws and other regulations in the field of social insurance:

SR Bosnia and Herzegovina

- The Law on Retirement and Disability Insurance (Official Gazette of the SR of Bosnia and Herzegovina, Nos. 14/79, 2/80, 25/81).

SR Montenegro

- The Law on Retirement and Disability Insurance (Official Gazette of the SR of Montenegro, Nos. 28/72, 11/74, 16/78, 7/81).

SR Croatia

- The Law on Retirement and Disability Insurance (People's Journal of the SR of Croatia, Nos. 20/78, 29/79, 8/81, 22/81).

SR Macedonia

- The Law on Retirement and Disability Insurance (Official Gazette of the SR of Macedonia, Nos. 39/78, 6/79, 43/80).

SR Slovenia

- The Law on Retirement and Disability Insurance (Official Gazette of the SR of Slovenia, Nos. 19/77, 30/78).

SR Serbia

- The Law on Retirement and Disability Insurance (Official Gazette of the SR of Serbia Nos. 51/72, 9/74, 42/75, 53/75, 51/76, 26/77, 27/77, 40/77, 54/77, 53/78, 30/79, 42/80, 57/80).

SAP Kosovo

- The Law on Retirement and Disability Insurance (Official Gazette of the SAP of Kosovo, Nos. 37/72, 13/74, 11/76).

SAP Vojvodina

- The Law on Retirement and Disability Insurance (Official Gazette of the SAP of Vojvodina, Nos. 26/72, 2/73, 19/73, 21/74, 27/75, 37/78);

- Republican and provincial laws on health insurance;

- Republican and provincial laws on children's allowance;

- bylaws of self-management interest communities for retirement and disability insurance;

- bylaws of self-management interest communities for health insurance.

Article 12

Regulations on health care:

SR Bosnia and Herzegovina

- The Law on Health Care (Official Gazette, No. 47/80).

SR Montenegro

- The Law on Health Care and Health Insurance (Official Gazette, No. 38/81).

SR Croatia

- The Law on Health Care and Health Insurance (People's Journal, No. 10/80).

SR Macedonia

- The Law on Health Care (Official Gazette, Nos. 20/77, 11/71, 26/71, and 29/73).

SR Slovenia

- The Law on Health Care (Official Gazette No. 1/80).

SR Serbia

- The Law on Health Care (Official Gazette, No. 30/79).

SAP Vojvodina

- The Law on Health Care and Services (Official Gazette, Nos. 24/72, 30/76).

SAP Kosovo

- The Law on Health Care and Health Services (Official Gazette, No. 55/75).

In addition to the mentioned regulations, the right to health insurance is regulated also by self-management general enactments of self-management communities of interest and communities of health insurance.

2. Regulations on the realization of the right to family planning:

- The Law on Conditions and Procedure for Abortion (Official Gazette of the SR of Bosnia and Herzegovina, No. 29/77);

- The Law on Conditions and Procedure for Abortion (Official Gazette of the SR of Montenegro, Nos. 29/79, 31/79);

- The Law on Health Measures for the Realization of the Right to Family Planning (People's Journal of the SR of Croatia, No. 18/78);

- The Law on Abortion (Official Gazette of the SR of Macedonia, No. 19/77);

- The Law on Health Measures for the Realization of the Right to Family Planning (Official Gazette of the SR of Slovenia, No. 11/77);

- The Law on Conditions and Procedure for Abortion (Official Gazette of the SR of Serbia, No 26/77);

- The Law on Conditions and Procedure for Abortion Approval (Official Gazette of the SAP of Vojvodina, as revised, No. 26/78);

- The Law on Conditions and Procedure for Abortion Approval (Official Gazette of the SAP of Kosovo, No. 47/77).

Article 16

Regulations on marriage and family relations:

- SR Bosnia and Herzegovina - Family Law (Official Gazette of the SR of Bosnia and Herzegovina No. 21/79);

- SR Slovenia - the Law on Marriage and Family Relations (Official Gazette of the SR of Slovenia, No. 15/76);

- SR Croatia - the Law on Marriage and Family Relations (People's Journal, No. 11/78);

- SR Serbia - the Law on Marriage and Family Relations (Official Gazette of the SR of Serbia, No. 22/80);

- SR Macedonia - the Law on Marriage (Official Gazette of the SR of Macedonia, Nos. 30/73, 13/78); the Law on Relations Between Parents and Children, the Adoption Act, the Law on Guardianship (all three in the Official Gazette of the SR of Macedonia No. 5/73); the Adoption Act as amended (Official Gazette of the SR of Macedonia No. 49/74); the Law on Special Court Proceedings in Family Lawsuits (Official Gazette of the SR of Macedonia No. 13/78);

- SR Montenegro - the Law on Marriage (Official Gazette of the SR of Montenegro, No. 15/73); the Law on Relations Between Parents and Children (Official Gazette of the SR of Montenegro, No. 54/75); the Adoption Act (Official Gazette of the SR of Montenegro, No. 28/77); the Law on Guardianship (Official Gazette of the SR of Montenegro, No. 30/80);

- SAP Vojvodina - the Law on Marriage and the Law on Relations Between Parents and Children (Official Gazette of the SAP of Vojvodina, No. 2/75); the Adoption Act (Official Gazette of the SAP of Vojvodina, No. 24/76); and the Law on Guardianship (Official Gazette of the SAP of Vojvodina, No. 24/71);

- SAP Kosovo - the Law on Marriage and the Law on Relations Between Parents and Children (Official Gazette

of the SAP of Kosovo, No. 43/74); the Adoption Act (Official Gazette of the SAP of Kosovo,No. 30/80) and the Law on Guardianship (Official Gazette of the SAP of Kosovo, No. 30/84).

Supplement III

SHARE OF WOMEN IN THE SFRY ASSEMBLY, ASSEMBLIES OF THE SOCIALIST REPUBLICS AND SOCIALIST AUTONOMOUS PROVINCES - 1982

Table 1.

- in percentages

	Total	Women	%
Assembly of the SFRY	308	54	17,53
Assemblies of the SR-s/SAP-s of:			
Bosnia and Herzegovina	320	'74	23,13
Montenegro	165	21	12,73
Croatia	356	46	12,92
Macedonia	250	30	12,00
Slovenia/*			
Serbia	340	94	27,65
Kosovo	190	46	24,21
Vojvodina	245	73	29,80

Table 2.

SHARE OF WOMEN IN ASSEMBLIES OF COMMUNES

- in percentages

	Total	Women	%
SFRY			
Bosnia and Herzegovina	10.941	1,956	17,88
Montenegro			
Croatia	11.063	1,833	16,57
Macedonia	3.860	561	15,31
Slovenia/*			
Serbia	21.058	3,894	18,49
Teritories of the SR of Serbia outside the territories of the SAProvinces	13.164	2,176	16,53
Kosovo	2,484	352	14,17
Vojvodina	5.410	1,366	25,25

REMARK: Figures for tables in Supplement III have been taken from statistical yearbooks of the SFRY and corresponding documents of the Federal Statistics Office.

/* There are no figures for Slovenia, as this republic has introduced a so-called "changing mandate", i.e. the composition of assemblies changes for each session.

SHARE OF WOMEN IN THE WORKERS' COUNCILS OF ORGANIZATIONS OF ASSOCIATED LABOUR IN PRODUCTION AND SOCIAL SERVICES IN 1979

Table 3.

	Organizations where workers' councils are set up			Organizations in which all workers act as the council		
	Total delegates	%	Women	Workers	%	Women
T O T A L	445.765	129.693	29,09	135.697	59.271	43,68
Industry and mining	145.208	35.450	24,41			
Agriculture and fisheries	23.049	3.288	14,27			
Forestry	6.090	627	10,30			
Water management	1.636	177	10,82			
Civil Engineering	36.580	3.806	10,40			
Transport and communications	24.345	3.588	14,74			
Trade	50.800	16.742	32,96			
Catering and tourism	17.854	8.000	44,81			
Crafts	11.560	1.994	17,25			
Housing and public utilities	9.979	1.687	16,91			
Financial and other services	10.053	3.109	30,93			
Education and culture	78.518	32.827	41,81			
Health and welfare	30.093	18.398	61,14			

Table 4.

Number of Local Communities and Delegates in Councils of Local Communities in 1980

	Local communities which gave a report	Members of self-management organs	
		Total	% of women
SFRY Total	11.222	253.547	10,63
Urban	1.767	64.414	19,64
Rural	7.814	143.371	5,82
Mixed	1.641	45.762	13,01
Bośnia and Herzegovina	1.933	50.592	9,40
Montenegro	283	5.869	9,84
Croatia	2.711	47.937	10,96
Macedonia	1.530	14.413	3,56
Slovenia	971	28.288	19,07
SR Serbia	3.794	106.448	9,82
territ.of SR Serbia outside the territ. of the SA Provinces	2.846	72.927	8,28
Kosovo	365	10.297	6,51
Vojvodina	583	23.224	16,13

Table 5.

SCHOOLS, CLASSES, PUPILS AND TEACHERS
- 1981/82 -

	Schools	Classes	Pupils		Teachers	
			total	girl pupils	total	
					total	women
			REGULAR EDUCATION			
SFR YUGOSLAVIA	12.537	104.012	2,816.353	1,354.266	132.766	80.809
SR Bosnia and Herzegovina	2.409	10.786	609.480	293.481	22.829	13.453
SR Montenegro	577	3.381	84.482	40.488	4.318	2.129
SR Croatia	2.838	29.389	508.694	247.442	26.545	19.144
SR Macedonia	1.190	10.019	273.112	129.965	12.125	5.637
SR Slovenia	838	8.779	220.034	107.827	12.629	10.356
SR Serbia	4.685	41.658	1,120.551	535.063	54.320	30.090
Terr.of SR Serbia outside the terr. of the SAProvinc.	3.251	22.696	594.076	287.859	29.973	18.364
SAP Kosovo	906	10.923	326.041	150.003	13.281	3.991
SAP Vojvodina	528	8.039	200.434	97.201	11.066	7.735

1	2	3	4	5	6	7
Eght-year elemen-tary schools	4.778	87.346	2,464.198	1,183.349	116.140	71.305
SR Bosnia and Herzegovina	797	15.842	499.671	239.980	19.045	11.282
SR Montenegro	162	2.741	73.447	35.180	3.668	1.902
SR Croatia	1.043	17.010	449.134	218.448	23.170	16.623
SR Macedonia	474	8.653	245.995	116.895	10.758	5.168
SR Slovenia	435	7.699	200.147	98.142	11.441	9.293
SR Serbia	1.867	35.401	995.804	474.704	48.058	27.037
Terr.of SR Serbia outside the terr. of the SAProvinc.	1.014	18.387	515.620	249.640	25.648	15.835
SAP Kosovo	471	9.300	285.312	130.551	11.674	3.710
SAP Vojvodina	382	7.714	194.872	94.513	10.736	7.482

Table 6.

SECONDARY EDUCATION
2-1. SCHOOLS, CLASSES AND PUPILS ACCORDING TO SEX AND GRADE
REGULAR EDUCATION

	Schools Classes	Pupils total	
		Total	Girl pupils
TOTAL SECONDARY EDUCATION ...	34.438	1,040.922	485.432
SR Bosnia and Herzegovina ...	6.807	235.680	109.155
SR Montenegro ...	1.011	32.066	15.224
SR Croatia ...	8.260	204.414	103.485
SR Macedonia ...	2.524	87.339	38.003
SR Slovenia ...	3.068	88.846	43.534
SR Serbia ...	12.768	392.577	176.031
Terr.of SR Serbia outside the terr. of the SAProvinc....	7.064	222.877	108.228
SAP Kosovo ...	2.610	85.441	26.479
SAP Vojvodina ...	3.094	84.259	41.324

Table 7.

HIGHER EDUCATION ORGANIZATIONS, STUDENTS AND TEACHERS IN 1981/82

	SFRY	Bosnia and Herzeg.	Monte-negro	Croatia	Mace-donia	Slove-nia	Serbia TOTAL	Serbia Terr. of Serb.vo outside SA Pro-vinces	Serbia Koso-vo	Serbia Vojvo-dina
				T O T A L						
Schools	358	52	13	83	32	26	145	90	17	3
Students:										
- total	402.037	60.263	7.545	65.089	45.313	26207	197.620	119109	40371	3005
- women	183.426	28.953	3.620	31.461	20.404	14167	84.821	57295	10720	1680
Full-time students:										
- total	265.309	37.350	3.553	056	27.124	19567	128.657	82910	26037	197
- women	129.498	10.443	1.875	21.984	12.614	11276	60.306	42678	7614	1001

Table 8. GRADUATED STUDENTS IN 1981

1		SFRY 2	Bosnia and Herzegovina 3	Montenegro 4	Croatia 5	Macedonia 6	Slovenia 7	Serbia Total 8	Serbia Terr. of Serbia outside SA Provinces 9	Serbia Kosovo 10	Serbia Vojvodina 11
GRAND TOTAL	total	57 286	7 160	876	14 328	4 740	6 494	23 688	16 068	3 500	4 120
	women	25 213	3 228	371	6 171	2 084	3 388	9 971	7 449	920	1 602
					F A C U L T I E S						
TOTAL	total	30 703	4 314	552	7 482	3 108	1 939	13 308	9 678	1 650	1 980
	women	13 711	1 880	241	3 445	1 296	978	5 871	4 660	385	826
MEDICAL SCIENCES & MATHEMATICS	total	1 488	124	-	271	161	111	821	562	79	180
	women	840	64	-	162	88	61	465	363	11	91
ARCHITECTURE	total	556	70	-	63	209	72	142	142	-	-
	women	252	20	-	35	108	32	57	57	-	-
CIVIL ENGINEERING	total	921	123	-	248	112	66	372	270	27	75
	women	198	20	-	66	12	17	83	72	2	9
GEODESY	total	78	-	-	49	-	9	20	20	-	-
	women	17	-	-	13	-	3	1	1	-	-
MECHANICAL ENGINEERING	total	2 121	302	42	531	115	89	1 042	809	87	146
	women	144	23	4	16	3	-	98	84	7	7
TRANSPORT ENGINEERING	total	211	1	-	90	-	-	120	120	-	-
	women	21	-	-	6	-	-	15	15	-	-
ELECTRICAL ENGINEERING	total	1 617	205	28	491	166	178	543	366	100	83
	women	197	35	2	46	17	10	87	68	9	10
MINING	total	175	66	-	8	-	3	95	78	17	-
	women	17	11	-	-	-	-	6	6	-	-
METALLURGY	total	91	-	-	14	-	18	59	59	-	-
	women	21	-	-	3	-	5	13	13	-	-

Table 8. cont.

1		2	3	4	5	6	7	8	9	10	11
METALLURGY	total	174	29	15	8	40	9	73	59	14	-
	women	39	7	3	1	6	1	21	18	3	-
CHEMISTRY & TECHNOLOGY	total	723	87	-	146	133	94	263	159	58	46
	women	310	28	-	62	61	37	122	89	10	23
FOOD & TECHNOLOGY	total	136	-	-	74	-	13	49	-	-	49
	women	87	-	-	54	-	11	22	-	-	22
OCCUPATIONAL SAFETY	total	88	-	-	-	-	-	88	88	-	-
	women	21	-	-	-	-	-	21	21	-	-
MEDICINE	total	2 246	269	-	433	266	146	1 142	822	158	162
	women	1 293	150	-	49	147	92	655	510	49	96
STOMATOLOGY	total	669	66	-	147	67	26	363	345	18	-
	women	355	29	-	86	30	15	195	187	8	-
PHARMACY	total	431	80	-	129	10	59	153	153	-	-
	women	365	63	-	115	7	47	133	133	-	-
AGRICULTURE	total	976	76	-	233	129	36	502	322	37	143
	women	269	15	-	88	24	20	122	102	2	18
FORESTRY	total	399	48	-	103	91	42	115	115	-	-
	women	95	8	-	18	20	2	47	47	-	-
VETERINARY SCIENCES	total	294	58	-	81	-	28	127	127	-	-
	women	97	17	-	21	-	9	51	51	-	-
ECONOMICS	total	5 704	1 104	125	1 269	688	251	2 267	1 739	212	316
	women	2 902	583	64	666	287	146	1 156	1 009	52	95

Table 9.

	Schools	Classes	Pupils total	Pupils women pupils	Teachers total	Teachers women
			ADULT EDUCATION 1981/82			
SFR YUGOSLAVIA	201	914	20 975	9 709	1 469	863
SR Bosnia and Herzegovina	7	30	898	300	42	21
SR Montenegro	2	8	96	41	14	8
SR Croatia	31	163	3 007	1 024	158	87
SR Macedonia	28	139	3 877	1 891	198	111
SR Slovenia	22	89	1 741	832	230	111
SR Serbia	111	485	11 556	5 621	827	503
Terr. of SR Serbia outside the terr. of the SAP provinc.	79	355	8 652	4 396	623	395
SAP Kosovo	4	19	526	109	49	4
SAP Vojvodina	28	111	2 378	1 116	155	104

MASTERS OF SCIENCE - 1981*)

Table 10.

	SFRY	Bosnia and Herzegovina	Montenegro	Croatia	Macedonia	Slovenia	Serbia			
							Total	Terr. of Serbia outside SA Provinces	Kosovo	Vojvodina
1	2	3	4	5	6	7	8	9	10	11
Total	2 135	116	3	612	97	184	1 123	894	18	211
Women	542	21	1	143	23	30	324	235	3	86

DOCTORS OF SCIENCE - 1981*)

	SFRY	Bosnia and Herzegovina	Montenegro	Croatia	Macedonia	Slovenia	Serbia			
							Total	Terr. of Serbia outside SA Provinces	Kosovo	Vojvodina
1	2	3	4	5	6	7	8	9	10	11
Total	352	67	2	277	36	78	492	403	22	66
Women	189	12	-	53	7	7	110	94	2	14

*) Persons acquiring masters' and doctoral degrees in 1981

Table 11.

MEAN LIFE EXPECTANCY BY SOCIALIST REPUBLICS AND AUTONOMOUS PROVINCES

	1952-1954		1960-1364		1974-1975		1978-1979	
	men	women	men	women	men	women	men	women
1	2	3	4	5	6	7	8	9
SFR YUGOSLAVIA	56,9	59,3	62,3	65,4	66,9	71,1	67,5	72,9
SR Bosnia and Herzegovina	52,8	54,8	59,2	62,6	65,5	70,8	67,7	72,2
SR Montenegro	58,4	59,9	62,0	65,4	69,5	73,9	71,0	71,0
SR Croatia	59,0	63,2	64,3	69,0	66,7	73,5	67,0	66,9
SR Macedonia	54,9	55,1	60,8	61,8	66,6	70,2	68,6	71,7
SR Slovenia	63,0	66,1	66,2	71,9	66,7	74,2	67,0	75,0
SR Serbia	57,1	58,8	62,7	64,7	67,3	71,1	68,0	67,9
- Terr. of SR Serbia outside the terr. of the SAP rovinc.	59,1	61,1	64,8	67,0	66,5	72,7	69,3	69,3
- SAP Kosovo	48,6	45,3	57,1	55,5	65,5	67,4	67,5	67,5
- SAP Vojvodina	58,3	62,1	63,6	68,3	67,1	72,7	67,5	67,5

Table 12.

HEALTH CARE SERVICES FOR WOMEN IN 1980.

	SFRY	Bosnia and Herzegovina	Montenegro	Croatia	Macedonia	Slovenia	Serbia			
							Total	Terr. of Serbia outside SA Provinces	Kosovo	Vojvodina
1	2	3	4	5	6	7	8	9	10	11
Clinics and guidance centers	948	122	-	136	110	155	425	173	29	223
MEDICAL STAFF										
Specialists	740	129	12	121	53	65	360	268	14	78
General practitioners	108	42	1	6	3	9	47	29	8	10
High-and middle level medical staff	1989	393	30	291	178	166	931	588	86	257
Lower level medical staff	152	33	-	24	27	6	62	40	1	21
VISITS TO GYNECOLOGISTS to guidance centers for pregnancy and family planning in thousands - total	8576	1511	132	1374	665	664	4230	3000	220	1010
OF WHICH FIRST VISITS										
Gynecologists	2540	338	51	381	215	153	1402	997	1009	269
Pregnancy guidance centres	463	84	10	82	59	56	172	103	27	42
Family planning guid.centres	321	41	-	33	46	50	151	101	8	42

1	2	3	4	5	6	7	8	9	10	11
HOME VISITS - COMMUNITY SERVICES IN THOUSANDS										
to pregnant women	191	43	2	33	30	13	70	43	9	18
to women in labour	484	78	11	100	34	43	218	111	12	95
other women	272	54	2	12	4	10	190	153	12	25

Table 13

NUMBER OF BABIES BORN

YEARS	1951	1961	1971	1975	1976	1977	1978	1979	1980
1	2	3	4	5	6	7	8	9	10
TOTAL LIVE BORN	446254	442180	375762	388037	392364	384637	381387	378803	382120
Sex									
Male	231037	216952	194632	200476	202749	199158	197683	196100	197371
Female	215217	205228	181130	187561	189615	185479	183704	182703	184479
Place of birth - medical organization		186175	256970	301709	312203	312495	317563	321418	326281
Other		236005	118792	86328	80161	72142	62824	57385	55839
Professional help									
with professional help		225040	275353	313924	323196	323196	326139	329118	333050
without profess. help		197140	100409	72113	69168	61883	52248	49685	49070
Infants died per 1000 live born						35,6	33,8	32,7	31,3

Table 14

AGRICULTURAL POPULATION BY ACTIVITY AND SEX, 1981

TOTAL	4,278.020
- men	1,926.781
- women	2,351.239
ECONOMICALLY ACTIVE	2,487.755
- men	1,306.970
- women	1,180.786
- Working on individual agricultural holdings for a living	2,362.730
- men	1,217.985
- women	1,144.745
Share of agricultural population in total population %	20
Share of economically active agricultural population in total economically active population %	27